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Help is on the WAIS

BY MARY LUKANUSKI

The Wide Areas Information Servers (pronounced "ways") protocol will make navigating disparate databases easier, but not right away.

"Is it control F to scroll forward? Control R? What do I use to print, Tab or p or P? Now what's the difference between OR and AND?" The anguish of having to remember multiple commands, remembering where the cheat sheet is located, and the idiosyncrasies of Boolean operators! That's the sad plight of the database searcher and the hopeless dilemma of the occasional user, going from one set of search commands to another as he or she changes databases. Database searching is one of the mysteries of our profession. Nonlibrarians may attempt to "search," but whom do they call on when they get frustrated or confused?

Search a variety of databases through one interface? Before you say "Not!"—wait.

Imagine the capacity to search a variety of databases through one interface. Imagine searching in everyday language, without having to use Boolean operators. Imagine not logging in and out when changing databases. Imagine accessing text, sound, and images with the same interface. Before you say "Not!"—wait. This is all being done within the Wide Areas Information Servers (WAIS) protocol.

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The WAIS (pronounced "ways") protocol began as a project initiated by Thinking Machines, a firm that designs massive parallel computers and software for their machines. Thinking Machines also involved Apple Computer, Dow Jones & Company, and KPMG Peat Marwick. The goal of the project was to create a system that would allow a user to access and manipulate personal, corporate, and commercial information through one interface. Thinking Machines provided the software and hardware. Apple concentrated on the interface. Dow Jones News Retrieval permitted use of its database, and Peat Marwick served as a test site.

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When designers from Apple's Advanced Technology Group began thinking about the interface between software and user, they consulted two librarians from the Group library, Janet Watts and Steve Cisler, to see what other database interfaces existed. Cisler and Watts demonstrated several online databases. "We showed them how bad it was," said Watts. "Savage user interfaces," echoed Cisler.

Working with Cisler and Watts, the designers realized they were attempting to reproduce the human interface in information gathering. They became intrigued by the concept of the reference interview and how the reference librarian determines what the user wants.

Brewster Kahle, cofounder of Thinking Machines and leader of the WAIS project, was also intrigued—enough so that he enrolled in reference classes at the Simmons College Graduate School of Library and Information Science. While studying the intricacies of the reference interview, Kahle came across the ANSI-NISO Z39.50 standard, the common language used by online databases. Kahle and other project members decided the Z39.50 standard could serve as a model for the common language between WAIS clients and WAIS servers.

After a year of development, a system evolved that allowed users access to personal, corporate, and published information—such as an online database—from one interface. Kahle describes it as a personal publishing tool. The icon-driven interface will be familiar to those who use Macintosh computers or the Windows environment and employs a "question box," a "source box," and an "answer box." The user poses a natural language query such as "What was the rate of inflation last year in the United States?" in the question box. Notice the absence of Boolean operators. Next, the user selects the sources listed in the source box: news services, financial services, in-house technical reports—whatever is available online.

The user selects a source and the query is posed to the source by matching words or phrases that appear in both the query and the source. Matches pop up in the answer box. The user can then read a brief description of the items retrieved, select items for viewing in a fuller form, or ask for other relevant documents.

On the Internet

Once WAIS was completed, Kahle continued to pursue the wide area concept in a wider arena—the Internet. While Apple, Dow Jones, and Peat Marwick continue to be involved in other capacities, Kahle and Thinking Machines are promoting the potential of WAIS. The company is offering the protocol software free via the Internet, and Kahle is heavily engaged in WAIS dis-

cussions with the networked information community.

Reactions to the WAIS protocol are varied. Nonlibrarians are enthusiastic. Database searching is no longer intimidating, and personalized information can easily be found without the intermediary of a reference librarian. The intermediaries, however, are less than enthusiastic. "Professional searchers have been suspicious," commented Apple's Watts on librarians' reactions to the WAIS search capacities. "They have less control over the search and feel a need to understand how it works." The broader library community is just beginning to discover WAIS, and judging from the conferences and workshops on the subject, WAIS is engendering a great deal of interest.

Over 100 databases and 5,000 individuals are now using the WAIS protocol.

A primary benefit of the WAIS protocol is that it is one method of "navigating the network." An overwhelming amount of information is currently available to anyone with a PC and a modem. Through the use of natural language querying and relevant document recall, WAIS offers a very easily understood method of accessing resources on the Internet. Electronic newspapers, tailored to individual taste, would be accessible. Resources such as picture libraries, OPACs, corporate libraries, and electronic text libraries would be available to anyone with access to the Internet.

The result is that many purveyors and seekers of information have been attracted to WAIS. According to Kahle, over 100 databases and 5,000 individuals are now using the WAIS protocol. The Library of Congress is planning to make its catalog available through WAIS. Dow Jones, involved in the project since its inception, will use the WAIS protocol on its Dow Vision network, which will contain the *Wall Street Journal* and 450 other business-related publications.

This grand vision is not without problems or criticisms. Affecting all resources linked by the Internet is the uncertainty of federal funding. Although the National Research and Education Network (NREN), which would expand and improve Internet, has been approved, the project has yet to be funded.

Currently, the protocol requires a powerful search engine. WAIS, which uses the UNIX operating system, runs on two massive parallel computers, the Connection Machine 2 and Connection Machine 5, which are produced only by Thinking Machines. These units are performing well; however, how they will respond to increased demand is uncertain, as is the future of very large parallel computers in an age of distributed computing.

A WAIS to go

Security, attracting additional commercial vendors, and the pricing of information are also matters of concern. Solutions to the problem of security in a network environment—in the form of varieties of encrypting packages—abound, but no consensus has been made on which, if any, of these packages should be used. Additionally, it should be noted that the federal government is openly nervous about the existence of encrypting packages. Senate bills S266 and S618, which concern terrorism and violent crime, both state: "It is the sense of Congress that providers of electronic communications services... shall ensure that communications systems permit the government to obtain plain text contents of voice, data, and other communications when appropriately authorized by law."

The economic health of WAIS is also a matter of concern if the protocol is to become viable. If WAIS is to expand and reach its potential, commercial vendors will have to be attracted to using the protocol. Internet is for research and academic use, not for commercial vendors. The some 100 databases now available through WAIS are fun and interesting, but they don't pack the same economic punch as DIALOG would if it adopted the protocol. A related concern is the pricing of information. How users will be charged and what those charges will be is speculated, but as of yet unstated. Dow Vision will be the first for-fee server using the protocol. How Dow Jones handles Dow Vision and user response to Dow Vision undoubtedly will influence other commercial vendors.

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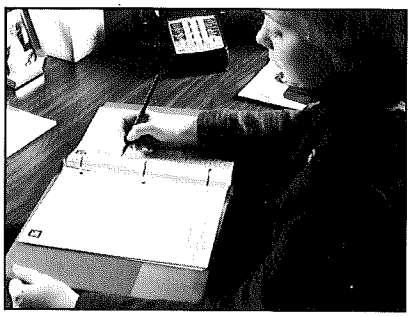

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From An Author's Note on *Keeping First Things First,* another best-seller by John Gile

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Keeping First Things First

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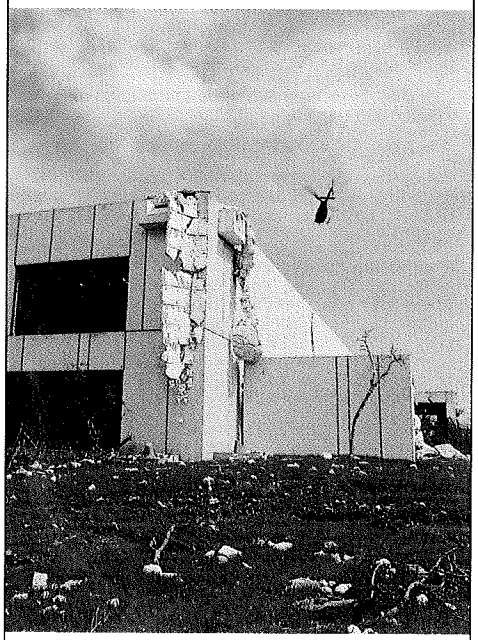

COVER
Still standing, but hardest hit: South Dade Regional Library in Miami, Fla., following the wrath of Hurricane Andrew. Story begins on p. 726. Photo by Richard Johnson.

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ED. NOTES

Byte is catching up to librarians

BY TOM GAUGHAN

In their infancy, personal computers really couldn't do much. The people who embraced them loved the machines not for what they could do, but simply because they were.

Applications programs such as Visicalc and dBase made the machines useful. PCs really penetrated the workplace when they became adept at word processing. Today, graphics programs are making everyone a publisher.

Libraries embraced PCs in the same way business did—for word processing, accounting, scheduling, and lots of other tasks. But for years the real work of libraries, organizing information and making it accessible to users, wasn't done on PCs. Librarians could read the PC magazines and rarely make a connection between the machines' competencies and the essence of librarianship. And if a librarian did make the connection, she or he could be reasonably sure that *Byte* and the other enthusiast magazines didn't.

Chances are, the magazines still don't, but the current (Sept. 1992) issue of *Byte* is filled with articles and product information that demonstrate that the PC world is catching up to librarianship.

My first inkling of this was columnist-guru-seer-and-novelist Jerry Pournelle's proclamation that "Everyone needs a CD-ROM drive" (p. 134). The Master of Chaos Manor notes that drives bundled with a stack of discs can be mail ordered for under $200, but that such inexpensive drives are too slow for multimedia. Pournelle writes that he thinks he was the "first columnist to predict a big future for CD-ROM." He doesn't date this prediction, but can you name a librarian who *didn't* think CD-ROM would be important?

Reviewer Andy Redfern lauds the Oxford English Dictionary Second Edition on CD-ROM (p. 80). His evaluation is a curious amalgam of what you might find in an *RQ* review and data only a true technomaven could love; e.g, the word *set*, which covers some 60 pages in the paper edition takes up 750K in the CD-ROM version.

Redfern offers a lengthy explanation of the process of accessing information before concluding that the only drawback to the OED on CD-ROM is that it's addictive.

The issue devotes 11 pages to a glossy overview of document management systems (DMSes). DMSes are designed to keep track of vast amounts of data that exist in disparate formats: "Finding everything in the corporate filing cabinet that has to do with Subject A is not easy with traditional paper-based filing methods, even in the best libraries" (p. 198).

DMSes, according to *Byte*, file everything, text or image, to create an "'electronic library,' storing it all in a form that can be quickly searched for, retrieved, shared by hundreds of people . . . ."

A product information column describes Windows Personal Librarian 3.0 (p. 285), a powerful text manager capable not only of Boolean and fuzzy searches, but also *concept* searches, in which the program "builds a concept from a single search expression by finding related words of its own."

The heart of the artichoke

On the next page, polymathic literature scholar and software designer Hugh Kenner contributes a charming review of *From Memex to Hypertext: Vannevar Bush and the Mind's Machine*, edited by James M. Nyce and Paul Kahn. Bush's Memex, of course, is a cornerstone of thought about the capabilities of the library of the future.

Facing Kenner's graceful review is product information on another CD-ROM product, Street Atlas USA, a $169 wonder that contains over one million maps.

On the last page, Nolan Bushnell, founder of Atari, offers "The Artichoke Theory." Essentially, Bushnell's theory is that because powerful information retrieval capabilities are complex, interfaces should resemble artichokes, layered so that casual users can use the outer leaves while truly sophisticated users can go right to the heart—a logic library software designers have been employing for some time.

Like the actor who becomes an overnight sensation after a decade of struggle, there's some satisfaction to seeing the PC world discovering libraries and librarianship. But there's also an inherent threat: PC technomavens are reinventing the library and billing themselves as information providers. We need to point out to them that the job is already taken. □

AMERICAN LIBRARIES

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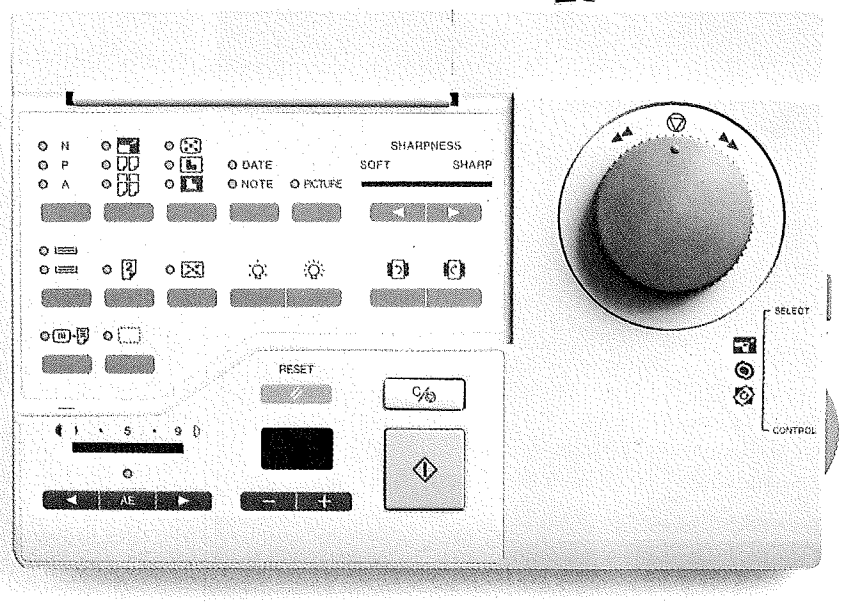

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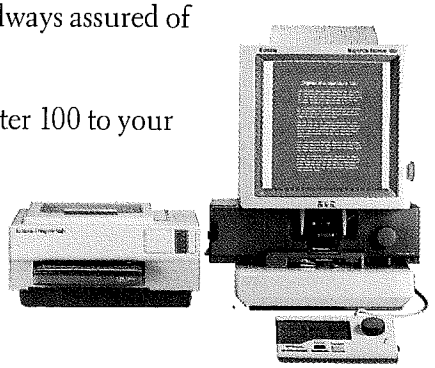

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NEWS FRONTS

Hurricane-hit libraries clean up, assess damages

Two weeks after Hurricane Andrew slammed into southeast Florida, libraries in the region were still assessing the extent of the damage from the costliest natural disaster in the nation's history.

The hurricane, which hit Florida in the early hours of Aug. 24 before continuing on to Louisiana, killed at least 38 people and caused more than $30 billion in damage.

It was estimated that Andrew's wind and rains caused some $20.4 million in damage to the Miami-Dade Public Library System. By Sept. 10, all but six of the system's 31 branches were open for business. However, four branches suffered severe damage and will be closed indefinitely. Hardest hit were two of the system's four regional libraries: South Dade Regional lost a large section of its roof and most of its windows, destroying most of the collection; structural damage includes missing walls and fallen ceiling tiles. Roof damage to West Kendall Regional, the system's newest regional library, resulted in water damage to the collection, furniture, and equipment.

Also remaining closed were the Homestead and Coral Reef branches, where doors and windows were blown out, causing water damage. Additionally, looters stole equipment from Coral Reef and other branches immediately after the storm.

System director Ron Kozlowski told *AL* that 72 staff members' homes were destroyed or uninhabitable. To help employees return to work, the library has established an emergency babysitting service. The library's "Imagination Factory" storytellers are providing outreach entertainment at emergency relief shelters, and additional library employees have been reassigned to traffic control, distribution of food and medical supplies, and other emergency duties.

Kozlowski said that the buildings, collections, and furniture (except in leased facilities) were covered by the county's insurance. "Between that and FEMA [the Federal Emergency Management Agency] we hope that will cover up to 90% of the damage."

Only minor library damage was reported in nearby Broward, Monroe, or Collier counties.

Five or six schools leveled

According to Christine Master, supervisor of school media services for Dade County, five or six school buildings were totally destroyed; another 25 or so suffered extensive damage and would not reopen with the rest of the county's schools on Sept. 14, and up to 40 others suffered lesser damage.

For over two weeks following the storm, the school system would not let anyone on the sites to assess the damage; but beginning Sept. 11, teams of media specialists were to be allowed to assess the damage. Until then, said Master, there was no way to speculate on the extent of the loss, "except to say that it's going to be overwhelming."

Master could not say how many school librarians had been displaced by the storm, but she told *AL* that some 5,000 school employees had lost their homes in the disaster.

Academic libraries weather the storm

Academic libraries generally fared better than their public and school counterparts. At Florida International University "the damage was insignificant," according to Director Laurence Miller. At the South Campus library a plate-glass window in the reserve room blew out, but no books were damaged. "I just wish that the staff had made out as well," said Miller, pointing out

At Miami-Dade's Coral Reef Branch (left), staff and volunteers work to salvage books (right).

The South Dade Regional Library was the hardest hit of Miami-Dade Public Library's 31 branches.

that many library employees had lost everything. The libraries resumed normal operation Aug. 27, three days after the storm hit.

University of Miami Library Director Frank Rodgers reported that the library received no substantial damage, although there were some roof leaks. The campus planned to reopen Sept. 14.

Although the three campuses of Miami-Dade Community College were to remain closed until Sept. 14, reports indicated that there was no major damage to the library buildings.

Luck in Louisiana

"We've got a miraculous situation here," observed Louisiana State Librarian Thomas F. Jacques. The state's libraries came through Andrew relatively unscathed, with no structural damage reported and virtually no material loss. Jacques attributed this to the fact that

How to help

Cash donations to aid library staff whose homes were destroyed or seriously damaged should be in the form of checks payable to "Staff Association" and sent to:

Miami-Dade Public Library System
Disaster Assistance
101 W. Flagler St.
Miami, FL 33130-1523

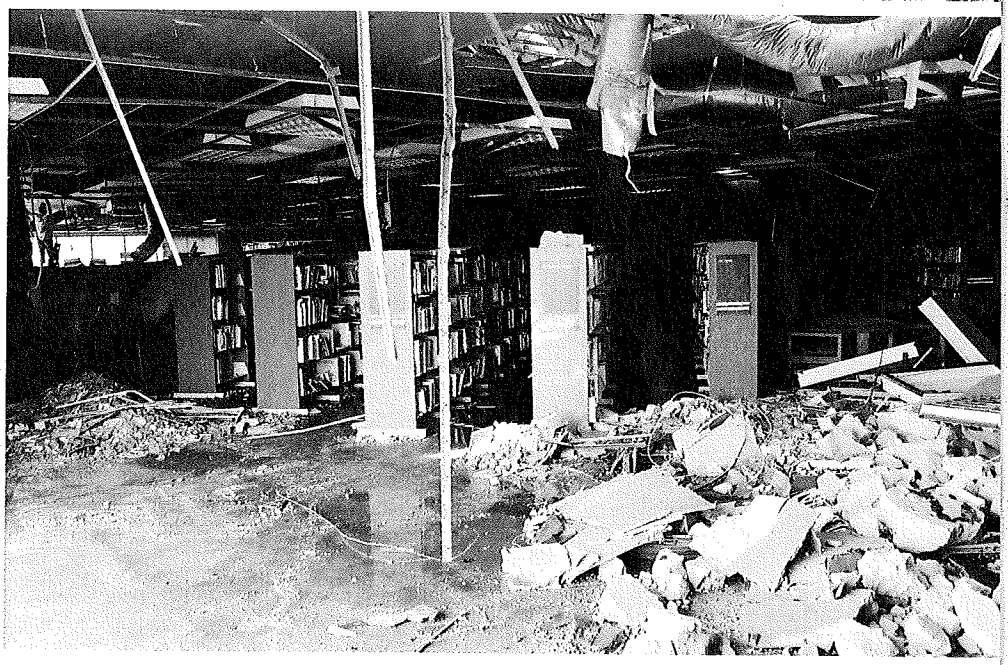
Cash donations to help replace destroyed equipment should be in the form of checks payable to "Friends of the Miami-Dade Public Library System" (note "hurricane disaster" in the memo section) and sent to the address above.

Publishers or individuals offering new or clearly collection-appropriate books should contact the library before sending materials.

A relief fund has been established for the public school system; donations can be designated for library materials. Make checks payable to "Dade Public Schools Hurricane Fund" (note "School Library Materials" in the memo section) and send to:

Dade Public Schools Hurricane Fund
c/o Superintendent of Schools
1450 N.E. 2nd Ave.
Miami, FL 33132

Please do not send books or other materials at this time.



Richard Johnson

most librarians had been through hurricanes previously and took appropriate precautions—notably, removing books from bottom shelves before the storm hit. Most libraries remained closed days or even weeks after the storm, but that was generally due to a lack of electricity.

In Terrebonne Parish, the state's largest parish, Assistant Director Mary Leboeuf reported water damage at two branches, including the headquarters in Houma, but "luckily there was no book damage at all."

"We were very fortunate," said Iberia Parish Public Library Director Carla Hostetter, who reported "minimal" damage. She said that the families of several library employees chose to weather the storm in the main library building because they felt it to be more secure than their homes. Noting that two of the buildings used for shelter collapsed during the hurricane, Hostetter voiced the view that "the libraries are built better than other public buildings, maybe because they have to bear the weight of the stacks."

In St. Mary's Parish, the Amelia branch had two sections of its roof ripped off, the ceiling damaged, and the carpet ruined, but no books were lost. Director Cheryl Cooper told *AL* that one staff member is homeless as a result of Andrew, adding, "I don't think I had any employee that didn't have any damage to their house." That observation included herself: "I have a tree on my house and my car is a pancake," Cooper said, "but I still have a roof over my head." —*G.F.*

BELLEZA BAILE DE LAS CULTURAS LATINAS, *or beautiful Latin dance, by the E. Flores Spanish and Mexican Dancers topped a Hispanic cultural festival this summer at Sunkist Library in La Puente, Calif. Made up of residents of many ages, the local troupe presented dances in authentic costumes from several Latin American countries. The program also featured storytelling and folk art. Sunkist is a branch of the County of Los Angeles Public Library.*

Effect of new Calif. budget won't be known for months

"I'm very proud of what we've done here," California State Librarian Gary Strong told *AL*. "Now I'm worried that I'll see that disappear." That was Strong's grim and uncertain assessment of the impact on libraries of his state's budget, passed Sept. 2, after 63 days of rancorous debate between the legislature and Gov. Pete Wilson. The impasse, the worst since the Depression, made headlines across the country as state employees and suppliers of goods and services were paid with IOUs (*AL*, Sept., p. 619–621).

Recalling earthquakes and fires that ravaged California libraries in the past, Strong said, "This is not a natural disaster, it's a fiscal disaster, a kind of devastation that eats at the basic, community-level infrastructure." However, he added, the true extent of the disaster won't be known for months because of the complexity of the legislation, which includes some 15–20 trailer bills that provide implementation language.

Strong estimated that it will take seven to 10 days for state library staff "to sort out the bulk of the questions, but a real understanding of the impact" won't be apparent until January 1993 because it will take additional months for local governments to approve their own budgets, which hinge on state funding.

Marcia Schneider, community relations librarian for San Francisco Public Library, echoed Strong's uncertainty when asked about the impact on her library. "We don't know yet, but the word is out that everybody will feel it, nobody will be spared."

The state library will learn more on Oct. 31, the date when California public libraries must certify their local revenues to prove eligibility for state funding. Strong said he fears that many libraries will not be able to demonstrate local funding at a level of at least 95% of the previous year.

"The cuts will be deep and varied," he said, adding that reductions at the community level could range from 10–40%. Los Angeles County Public Library, a system of 92 community libraries, might suffer closure of 30 libraries. Sacramento County, Strong said, was anticipating closing half its facilities. Some universities, he said, would probably suspend acquisitions. Strong characterized school libraries as already "lost" to previous funding cuts.

The state library will be cut by some 15%, after significant cuts last year, including the closing of the state law library. "I didn't know last year was a good year until I got into this one," he said. The new budget cuts some $1.3 billion in funding to local governments and $415 million to higher education.

Strong attributed the state's problems to the long recession, sharp cutbacks in the defense industry, and the anti-tax mood in the state. "The impacts go across the board, to special libraries and federal libraries." He also ruminated on the state's unique leadership in all sorts of trends. "My guess is that this will repeat itself across the country," he said.

"What we do is too damned important," he said ruefully. "I hope we can find a way to maintain the fabric of library service."—*T.G.*

LC guilty of racial bias; judge rules on 10-year-old suit

Settling a 10-year-old class action suit, a federal judge ruled Aug. 14 that the Library of Congress has discriminated against black employees who seek promotions.

U.S. District Judge Norma H. Johnson said the library has created a promotion process that is too subjective and that statistics from 1979 to 1988 show blacks fared far worse that whites. The decision may affect several hundred African-American library employees who have applied unsucessfully for promotion, but the amount of damages and the question of whether or not the library will be ordered to change its procedures are yet to be de-

cided, according to the Aug. 21 *Washington Post*. Also pending are claims of discrimination in noncompetitive step and grade promotions.

The judge's decision was based on a promotions analysis done by workers. Judge Johnson said the figures—which have not been challenged by the library administration—"demonstrate with near certainty that the adverse impact the library's competitive selection process has on black applicants is not random."

David L. Kelleher, attorney for the employees, said in the *Post*, "It is significant because the library can no longer attribute its glass ceiling for minority employees to either chance or legitimate business practice."

James Billington, Librarian of Congress since 1987, issued a statement to staff Aug. 26 apprising them of the judgment and affirming his commitment "to operating a competitive selection process that is free of discrimination." He said "the library is developing a plan that outlines specific actions and a timetable for accomplishing that purpose."

Billington planned to meet with staff to discuss the judgment and "move rapidly ahead on this issue."

Over the past decade, LC has been the defendant in a number of lawsuits brought by individuals alleging discrimination, the majority of which were ruled in favor of the library. —*L.K.*

Copyright ruling:

"A world of trouble" or the impetus for a solution?

Librarians who have studied a recent federal court ruling in a copyright infringement suit characterize the decision as potentially "worrisome" and "a world of trouble." In contrast, American Association of Publishers Director of Copyright Carol Risher was quoted as calling the decision "sheer poetry."

U.S. District Court Judge Pierre N. Leval ruled July 23 that Texaco violated copyright when a company scientist made single copies of a number of articles from scientific journals. The class-action suit on behalf of all science publishers registered with the Copyright Clearing Center was brought in 1985 by the American Geophysical Union, Elsevier, Pergamon, Springer, Wiley, and Academic Press.

According to Charles Hamaker, assistant dean for collection development at Louisiana State University, "The big question now is, 'will the decision be applied to

American Libraries Washington Wire

Senate considers appropriations bill. In early August, before adjourning until Labor Day, the Senate Labor–Health and Human Services–Education Appropriations Subcommittee continued hearings on HR 5677, the FY 1993 appropriations bill. Subcommittee Chair Tom Harkin (D-Iowa) told a meeting of education, health, and other groups that he planned to offer an amendment to the bill to transfer $3.85 billion from defense to education, health, and children's programs when the bill reaches the Senate floor; the amendment would also include an additional $50 million for libraries.

Although no information has been released on the Senate Labor-HHS-Education appropriations bill, Sen. Harkin told the groups it would not be much better than the House bill. Both allocations were severely restricted by the budget "firewalls" agreed upon by Congress and the administration that prevent savings in defense programs from being applied toward domestic programs. He added that most library programs in the Senate bill were below FY92 funding levels.

The Senate subcommittee planned to mark up the House bill shortly after returning from its recess and report it to the floor by mid-September.

Information infrastructure bills introduced. The Senate and House are considering bills that follow up on last year's High-Performance Computing Act, which established the National Research and Education Network (NREN) (*AL*, Feb., p. 129). The Information Infrastructure and Technology Act of 1992 (S. 2937), which was introduced July 1 by Sen. Albert Gore, Jr. (D-Tenn.), would develop and deploy new applications of high-performance computing for K–12 education, manufacturing, health care, and digital libraries. The House companion measure was introduced Aug. 4 by Rep. George Brown, Jr. (D-Calif.).

The bills would authorize a total of $90 million the first year, increasing to $370 million by the fifth year. The funding would generally be used by sci-tech agencies under the jurisdiction of congressional science committees. The legislation would add an associate director of the Office of Science and Technology to oversee federal efforts to disseminate sci-tech information.

ALA's Washington Office reports that Congress is unlikely to act on the bills in the little time remaining in this election year session, although they are certain to come up again next year.

Census pricing policies under review. On Aug. 5 the House Committee on Post Office and Civil Service Subcommittee on Census and Population held a hearing to review current pricing policies at the Census Bureau. Chair Thomas C. Sawyer (D-Ohio) said the committee wanted to examine whether shortfalls in the bureau's appropriation could be offset by increasing revenues through the sale of data products. His opening statement stressed the principle that Americans should have access to their own government's information regardless of their ability to pay for it, particularly when taxpayers not only finance the collection of data but also supply the government with the information directly. The issue, he added, was not whether to implement new fees, but whether the bureau should charge more or less than it does now.

Census Bureau Director Barbara Everitt Bryant described the types of data products and research services provided by the bureau, and their costs and revenues. She said that in order to raise revenue through price increases, the bureau would have to copyright its products; otherwise users would turn to secondary distributors for the information. She added that almost half of the purchasers of 1990 census summary data were local governments, librarians, public service organizations, colleges, and private citizens; librarians and minority organizations have said that even the current fees can limit their use of census information, since they make the information available at little or no additional cost. Bryant concluded by recommending that no changes be made to the current pricing structure.

LC launches online news service. Aug. 1 marked the debut of the Library of Congress News Service, an online source of information on programs, exhibits, activities, and hours of operation.

The bulletin board, available to anyone with a computer and modem, offers information of interest to the press, the public, and the library community, as well as a monthly calendar of events and a listing of operating hours.

In the future, users will be able to download edited versions of stories and announcements from the LC *Information Bulletin* approximately two weeks before they appear in print. The telephone number for accessing the news service is 202-707-3854. For more information contact editor Guy Lamolinara, Library of Congress Public Affairs Office, Washington, DC 20540; 202-707-9217. —*Gordon Flagg*

(Washington Wire draws on ALA Washington Office news and other sources, but is written by the AL editors, who are solely responsible for its contents.)

nonprofit libraries?'" If it is, Hamaker told *AL*, nonprofit public, academic, and special libraries will be forced to buy multiple subscriptions, driving down the number of unique titles they can afford. Hamaker also questioned the potential impact on resource sharing. "What of ILL?" he asked. "If the decision applies to nonprofits, we're all in a world of trouble."

ALA Past-president Patricia W. Berger, the recently retired director of the Office of Information Services at the National Institute of Standards and Technology (NIST), was more cautious. Theoretically, she said, the decision might affect NIST's some 1,800 scientists and engineers and 800–900 research associates, who are employed by for-profit firms. "The long-term effect could be worrisome," she told *AL*.

Berger's alarm was tempered by several considerations. U.S. District Court decisions, although cited in subsequent litigations and considered persuasive, are not binding. Additionally, a pretrial agreement between litigants limited the issue to 17USC107, the section of the copyright law concerned with "fair use." 17USC108, which concerns reproduction by libraries and archives, was not at issue. LSU's Hamaker, however, noted that Leval's decision "shredded to death every argument a library would advance."

Duane Webster, executive director of the Association of Research Libraries (ARL), told *AL* he expects ARL to file an *amicus* brief in support of Texaco's appeal of the decision. "We're very concerned with the continued erosion of fair use; it is putting the academic enterprise at risk."

Self-inflicted *coup de grace*

Webster and Berger told *AL* the decision could help resolve issues of access to scientific information, skyrocketing serials costs, and copyright. "Scientists *want* their articles copied," stated Berger. "They're not going to stand for this. They'll publish them electronically. Over the long haul, the publishing industry is giving itself the *coup de grace*."

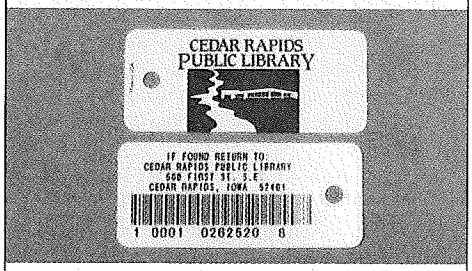
Webster said the decision might hasten a needed "reexamination of how [universities] manage their intellectual property. University researchers freely give articles to publishers who then charge the university library for those articles." —*T.G.*

AL ASIDE—IDEA

A new key to user service

Ideas that save money, enhance services, and please library users need to be shared, and the Cedar Rapids (Ia.) Public Library staff is anxious to share their latest good idea.

It's a plastic tag that hangs on a key ring and carries a barcode which turns the tag into a library card users are never without. "People's keys are very important to them," Library Director Tom Armitage told *AL*. "A library card is kept in a wallet that's filled with other cards. Sometimes people arrive at the library without their wallets. We realized that a key tag would remind users of how important their library card is—and they'd always have it with them."



The library's John Cotton Dana award-winning logo adorns the key tag/library card.

Unless they lose their keys. If that happens the tag, approximately half the size of a standard library card, serves as a key registration. Anyone finding a key ring with the tag on will find the library's John Cotton Dana award-winning logo opposite the barcode. The finder simply brings the keys to the library, and the owner is notified that the keys have been found.

The tags cost some $.19–.20 each; the library's standard card costs $.38. Armitage told *AL* that in the first three weeks of use, 276 patrons have paid $1 to "trade in" their cards for tags. New users may choose between the tag and a standard library card.

The tags are available from Vanguard ID Systems, 436 Creamery Way, Suite D, Exton, PA 19341; 800-323-7432.

L.A. County bedroom community threatens to sleep alone

Westlake Village in Los Angeles County, Calif., an affluent bedroom community served by the nation's largest library system, has threatened to leave the county system—taking with it roughly $340,000 in annual county property taxes.

City officials say they would prefer not to withdraw from the 92-library system but will do so if it will enable them to construct a new library building. Their position is that library service is now inadequate, and the city's substantial tax base should entitle residents to better.

A bill allowing Westlake Village to withhold its tax money from the county system passed the California legislature in mid-August. If signed by Gov. Pete Wilson, the secessionist bill could lead to the "total erosion of the county's funding base for library service," County of Los Angeles Library System Director Sandra F. Reuben told *AL*, calling Westlake's proposal "inequitable."

City officials said in the Aug. 18 *Los Angeles Times* that they launched the campaign to win the right to withhold money because the county has reneged on a promise to build a 15,000-square-foot library in Westlake Village.

"They feel that Linda Crismond [then county library director] promised them a new library in the '80s," Reuben said. "But all her letters contain careful contingency statements," she explained, which Westlake Village has "chosen to ignore."

Reuben told *AL* that although the bill has probably reached the governor's desk, the current statewide budget crisis (see p. 728) will likely delay action. "We're asking him to veto the bill because of the precedent it would set," she said. "Law already exists to allow a city to withdraw; it's allowing them to take the tax money with them that is new. . . . It's kind of 'take the money and run,' as far as I'm concerned."

On the positive side, the city recently leased a building to house a temporary 6,000-square-foot library to open in November, Reuben said optimistically. "Up till now we feel we haven't been allowed to deliver library service." Westlake Village has refused to provide a facility, she explained, because the city was holding out for the new building. —*L.K.*

Uproar continues after library director's dismissal

Weeks after the incident, the proverbial pot is still boiling in the wake of the dismissal of the director of the Rye (N.Y.) Free Reading Room.

According to press reports, Mary A. Brown, library director for the past 17 years, announced to the staff on Aug. 1 that she had been fired by the board and that the dismissal had been voted on during an executive session of the board in June.

Following the dismissal, citizens, patrons, library staffers, and officials from other nearby libraries jammed the regular Aug. 6 meeting and a special Aug. 17 meeting and demanded that the board give the reasons behind the dismissal.

However, the board declined to do so, other than to state that the matter had

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been under review for nearly a year, that the vote had been unanimous, and that the board would not reveal the reasons for the dismissal because it was "not in the best interests of either party to do so."

Letters to the editor published in local newspapers offered support for Brown and criticism of the library board, as did statements issued by fellow library officials such as Maurice Freedman, director of the Westchester Library System, of which the Rye Free Reading Room is a member, and Robert Trudell, director of the Greenburgh Public Library.

AL was unable to contact Brown and board president Robert Callaghy did not return calls placed to him.

Since the dismissal, the Rye city council has formed a special committee to look into the relationship between the city and the library, and some of the library's financial contributors have indicated they may withhold funds.

The library receives $500,000 of its approximately $850,000 annual budget from the city of Rye with the rest coming from individual and corporate donations. Though under New York law most librarians are protected by civil service laws, the Rye Free Reading Room is chartered as a private, association library with the director serving at the pleasure of the board of trustees.

Ald. Elizabeth Griffin, chairperson of the special Council committee, told *AL* that funding is not the sole issue before the committee.

"It is not our mission to second-guess the board of trustees," she said. "We want to strengthen the relationship between the city council and the library board. We want to have a healing effect on a community that has been torn apart by this case."

The special committee was scheduled to present its report to the city council on Sept. 30.

In addition, a number of financial contributors were scheduled to meet with the library board at which they were expected to urge the board to rehire Brown.

One published report said 80 contributors were planning on withholding funds because of the case, and that the board was expecting a 20% cut in city funding.

The library board has named assistant director Jean Read as acting director and has formed a search committee to find a successor. Brown's replacement could be in place as early as December, reports said. —*J.K.*

AL ASIDE—IMAGE

Clairol exec's personal *mea culpa*

During the May 29 CBS broadcast of the Tony Awards, a commercial for Clairol's Nice 'n' Easy hair coloring offered a model complaining about her mousy brown hair: "I looked like a librarian," she lamented.

Clairol President Stephen Sadove had reason to lament that hair raisingly ill-conceived simile when he received indignant letters from ALA members Leila Shapiro and Marilyn G. Peterson. Shapiro's letter noted, "Librarians are a female dominant group, and I daresay thousands of them use your products. Thousands of others are potential customers, that is until they see this ad."

She also questioned the intelligence of the advertising agency that would offend a "whole group of women with disposable incomes" and invited the hair care exec to visit her library, the Bethesda Regional Library of the Montgomery Co. (Md.) Department of Public Libraries. "We can show you the tools for finding your market," she wrote.

Shapiro and Peterson, who is a school librarian in Olathe, Kans., both received letters from Sadove, who offered his personal assurances that Clairol "goes to great lengths" to avoid stereotypes and to present high quality advertisements. "We at Clairol have the greatest respect for your profession and are sensitive to the needs and interests of librarians," he wrote.

Acknowledging that the ad was a "mistake," he assured them that it would not be used again. "You can be sure we will share your comments with our advertising agency and all the employees who worked on that commercial," Sadove added.

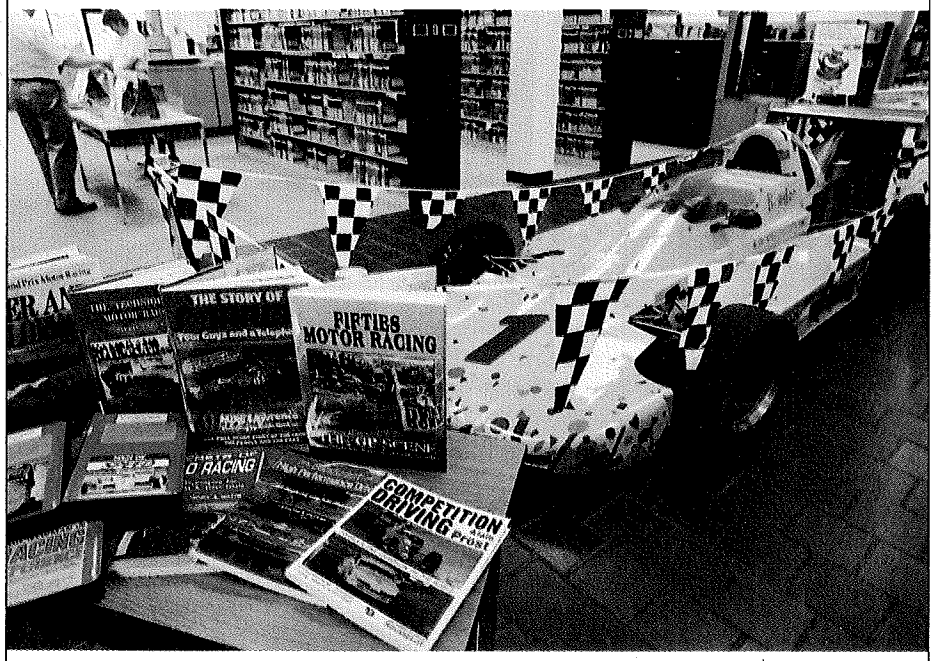
Sadove's letters to Shapiro and Peterson each contained a handwritten addendum in which the executive said his embarrassment was heightened because his wife is a librarian.

AL's thanks to Virginia Ellis Palmer, who also alerted us to this advertisement.

N.C. board backs librarians in new *Daddy's Roommate* flap

Daddy's Roommate, a children's picture book by Michael Willhoite, will remain in the Wayne County (N.C.) Public Library. The library's board of trustees voted seven to two Aug. 21 to keep the book on the shelves despite an aggressive effort by local parents to have it removed because it deals positively with the subject of homosexuality.

"We think our seven-to-two is the best vote yet taken by a board of trustees," WCLP Assistant Director Pat Setzer told *AL*, alluding to controversies the book has stirred up in a number of communities across the country, including Roswell, N. Mex. (*AL*, July/Aug., p. 540). "We are very proud that the board did what it did,"



LIBRARY HAS VROOM FOR RACECAR EXHIBIT. *The Topeka (Kans.) Public Library recently had this Lola 320 Super Vee racecar on exhibit along with some of its collection of books, audiotapes, and videos on racing and automotive themes. The racecar was scheduled to be speeding around Topeka's Heartland Park racing complex on Labor Day.*

Setzer said. She added that the two dissenting board members wanted to move the book to the adult section, not to ban it entirely.

Daddy's Roommate tells the story of a young boy whose father is in love with another man. The boy's parents divorce, and the mother attempts to explain to her son what has happened.

A group of parents in Goldsboro, buoyed by editorial support in the town's *News-Argus* newspaper, maintains that the book trivializes divorce and condones a homosexual lifestyle. Their crusade got national attention when the Aug. 31. issue of *Time* magazine examined issues such as "family values" in this year's presidential election campaign and quoted one of the parents: "This is all about character and developing that character and a sense of family values in young children. After all, 99% of parents across the country would not tell their five- or six-year-old that it's okay to grow up and think it's a positive thing to get divorced, live a homosexual lifestyle, take drugs, whatever...."

When objections to the book were first lodged, library Director Therese Bigelow, a 25-year veteran of children's services, hoped to head off controversy by moving the title from picture books to juvenile nonfiction. She then told objectors that if they were not satisfied, they could file a formal complaint with the board, which affirmed its support for keeping the book in the collection at the August board meeting.

One who has been there

The committee's opinions on the book's value, said Bigelow, were supported by testimony from a young man who informed the board that "it would have helped him tremendously and would have told him it was okay to keep loving his daddy" if he'd had access to the book during that difficult period in his life. The young man, his mother, and a younger brother had come forward on the library's behalf when they read about the controversy.

The book's opponents "have altered their position a bit," Bigelow told *AL*. "They now think the book should be restricted, but not necessarily removed. I wish I could feel elated, but I don't," she added. "They also think there should be a parents' committee to screen every book before it's purchased by the library. This is not a clear victory by any means."

To counter the attacks on the book, its publisher (Alyson Publications, 40 Plympton St., Boston, MA 0211) is offering free copies to the first 500 libraries that request them, no later than Nov. 1. —*L.K.*

Librarian blames dispute over environment for job loss

After months of controversy and harassment over a hot small-town issue, Barbara Weiss resigned as Fallon County (Mont.) librarian in late July. She told *AL* that the library board was more concerned with her stand opposing a hazardous waste incinerator than her work as a professional librarian.

In late February, four months after Weiss took the position in the small town of Baker (population 1,880), Ross Electric was invited to consider the town as a site for a plant to incinerate electrical transformers. Many residents, including Weiss, thought the Chehallis, Wash., firm's processors would contaminate the air with PCBs, dioxins, and furans; Ross had already been fined $210,000 by the Washington Department of Ecology for such contaminations.

In March Weiss presented a pro-and-con display in the library on the controversy. "I worked with the firm's owner and asked him to help me build the positive side of the display and he did," Weiss told *AL*. "I gathered information on both sides to help people make up their minds."

On her own time, Weiss also sought signatures of people who didn't want Ross in Baker.

"What inflamed pro-Ross people was that I exercised my freedom to speak out, petition, form my own opinions," Weiss said. "So they drove me out of town." She resigned July 24.

At least 20 or 30 people attended a hearing of the library board in March to determine whether her employment on a probationary basis would be extended or her status as librarian made permanent. "The board gave me an excellent job evaluation at that time and many called on to comment supported my First Amendment rights, while others blamed the collapse of the town on me," Weiss said.

In early July Weiss met the county commissioners intending to mend fences, but left the session convinced of their animosity.

"If I hadn't touched the Ross issue or come out in its favor, I would have been given my permanent status," Weiss told *AL*.

Tom McPhee, head of the library board, said, "Her opinions on Ross Electric weren't the issue; it was the manner in which she acted. If you're the director of the public library you better act like a professional no matter where you go." Among activities he considered inappropriate was his claim that she took a fax from a machine in the county courthouse not addressed to her (the library is physically connected to the courthouse).

County Commissioner Alan Rustad claims tension with Weiss started *before* Ross Electric. "I would say it was a personality problem," he said. "Within a week of her coming to work here she was arguing with county commissioners and courthouse personnel over employment policy."

Weiss now lives in Missoula. "I'm looking for a job and getting my family life back in order," she told *AL*. —*E. McC.*

AL ASIDE—LIST

You are what you read?

The U.S. Senate has a lot to answer for in this election year, and BOOK IT! the National Reading Incentive Program added one more thing. The organization asked 100 senators, "What book made the strongest impression on you as a young child?"

Huckleberry Finn was named by 13 senators; *The Adventures of Tom Sawyer* was offered by eight. *Treasure Island* was selected by seven legislators, the *Holy Bible* by five, and *Black Stallion* and the Hardy Boys series each were named by four senators. In all, 49 titles were named and they will make up a recommended reading list that will be distributed on National Young Reader's Day, Nov. 11.

Some senators' selections seem almost geographical inevitabilities: *The Call of the Wild*, selected by Alaska's Ted Stevens; *The Pearl Lagoon*, chosen by Hawaii's Daniel K. Akaka; the Little House on the Prairie series, selected by Iowan Tom Harkin; and *Yankee Ships in Pirate Waters*, the choice of Rhode Islander John H. Chaffee.

Others showed no such link: Kansan Nancy Kassenbaum named *Alice in Wonderland*; Hawaii's Daniel Inouye selected *The Last of the Mohicans*; landlocked Idahoan Larry Craig chose *The Old Man and the Sea*; and Floridian Connie Mack named *The Wind in the Willows*.

Despite their political differences, North Carolina Senators Jesse Helms and Terry Sanford both selected *Treasure Island*. Several senators' choices are, well, obscure. Claiborne Pell named *Sir Toady Lion*. Vice presidential nominee Albert Gore, Jr., selected *Mr. Popper's Penguins*, and Montana's Max Baucus chose *Thidwick, the Big-Hearted Moose*.

Children's classics such as *The Lorax*, *Winnie the Pooh*, *Charlotte's Web*, and *The Little Engine That Could* seem quite appropriate given the question. But *Ivanhoe*, *Plutarch's Lives*, *Moby Dick*, and Winston Churchill's *A Roving Commission, My Early Life* sound like pretty tough going for children, even U.S. senators-to-be.

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Sparklers blamed for blaze that levels Michigan library

Two youngsters who allegedly tossed burning sparklers into the book return box have been charged with causing an Aug. 13 fire that destroyed the Mulliken (Mich.) District Library, as well as the town hall and fire station.

Eaton County sheriff's officer Kent Ruesch told the *Lansing State Journal* that the cement block building was like a tinderbox waiting for a spark. "Once the blaze got started, it was too difficult for firemen to stop," Ruesch said.

Library Board President Marjorie Southworth told *AL* that charges were filed against the two boys, ages 8 and 11, and a court hearing was held Aug. 25.

Fortunately, the week before the fire voters had approved a tax increase to build a new library to replace the 1974 building; groundbreaking ceremonies had already been set for next spring, although the town now hopes to accelerate the timetable. And after a 1988 fire destroyed the library in nearby Webberville, the Mulliken library board decided to increase its insurance; Southworth told *AL* insurance officials have assured the town that the policy will cover all replacement costs, including the library's recently installed computer system.

Southworth said the town is working to set up a temporary library in a modular trailer that it hoped to have in operation by mid-September. —*G.F.*

Brooklyn College Library flood damages reference collection

When a heating register valve on the top floor gave way at the Brooklyn (N.Y.) College Library over the Aug. 29–30 weekend, water cascaded down the building's four stories, seriously damaging the reference collection and administrative offices.

Director Barbra Higginbotham told *AL* that the deluge hit sometime between the close of the library at 1 p.m. Friday and Monday morning. Within a few hours after the flooding was discovered, signs announcing the library closure had been posted, personnel dressed for the clean-up arrived, and more than 60 professional, clerical, and student staff set to work determining what could be salvaged on location or sent elsewhere for freeze-drying. "Bibliographers in particular rushed to the reference collection selecting out anything of lasting research value," Higginbotham said. The very first day of the disaster 26 cartons of books were sent to American Freeze Dry in Philadelphia. In all, nearly 3,000 books were damaged.

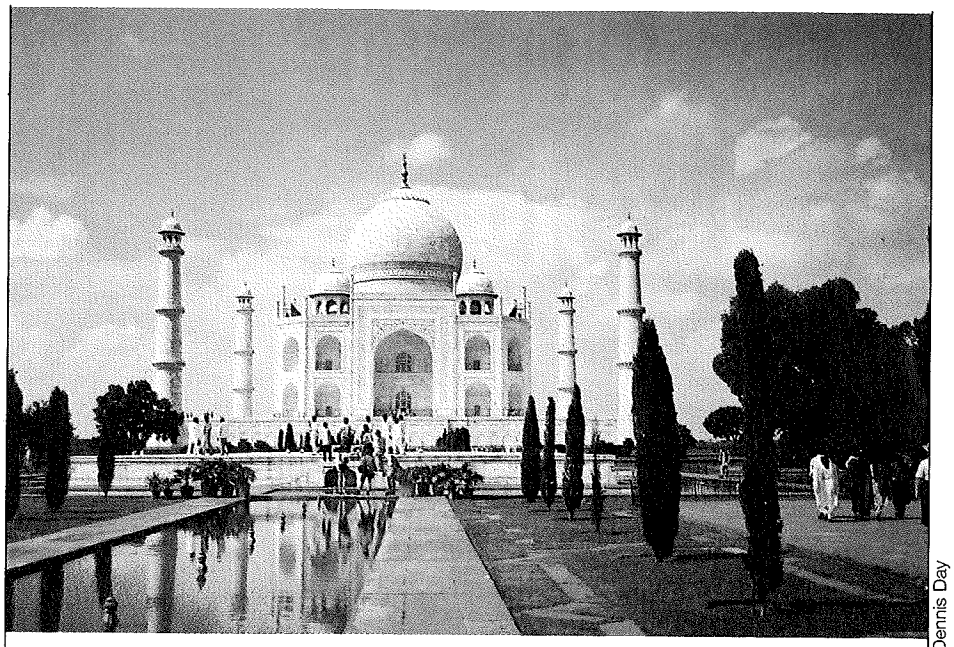
Inoperative phone lines under the floors leading to key offices also caused disruption in service—on one floor alone staff wet-vacced 200 gallons of water out of the conduits. Library service, however, was only interrupted for one day.

Security also at fault

Higginbotham noted, "The security staff clearly had not made two complete tours through the building during its shifts—a policy in force when the library is closed to the public. We will have to reassess our security arrangements and examine all the valves on the heating system to see if any need replacement. Recovery will be a long process."

The students and faculty will have to do without a great deal of the reference collection during the fall semester, she said, and the freeze-drying can take anywhere from four to six months. The direct and indirect costs of scraping, repainting and plastering, replacing floor and ceiling tiles, and collection rebuilding cannot be determined until the drying process is completed.

Ironically, Miriam Kahn, a conservation consultant from Columbus, Ohio, is scheduled to present a workshop at the library on disaster recovery and prevention Sept. 23. "We thought it would be theoretical and now see its focus will have to be practical," Higginbotham remarked. —*E. McC.*



Dennis Day

THE TAJ MAHAL WAS A MUST-SEE *for attendees of IFLA's 58th General Conference, held in New Delhi Aug. 30–Sept. 5. ALA Executive Director Peggy Sullivan covered the gathering for* AL. *Watch for her report in the November issue.*

NEWS IN BRIEF

Researcher nabbed in materials theft

Police have arrested a suspect and recovered a cache of rare Russian materials that were stolen from Columbia University's Lehman Social Sciences Library in June.

Arrested and charged in the theft of materials valued in excess of $1 million is Vyacheslav Nekrasov, 60, who had been doing research at the library for a book about the literary treatment of author Aleksander Sergeevich Pushkin by Russian emigres.

According to a press release issued by the university, the materials taken included rare newspapers reporting on the Russian Civil War, Russian emigre periodicals, and Russian language journals on displaced persons camps. The materials were kept in a locked, grated enclosure within the library, the release said.

The materials were recovered from locations in Brooklyn and upstate Ulster County where the suspect lived and worked, and some were reported to have been damaged in the theft.

Nekrasov has been charged with grand larceny and burglary and could face as much as 25 years in prison if convicted of the thefts, the university said.

National library in Sarajevo destroyed; collections, archives go up in flames

BY TATJANA LORKOVIC

A librarian who witnessed its glory reflects on a 100-year-old treasure whose riches are lost to war.

"Whenever they burn books they will also, in the end burn human beings."
Almansor: A tragedy. [1823]

On Tuesday night, Aug. 25, the National and University Library of Bosnia and Herzegovina in Sarajevo fell victim to Serbian gunners, who shelled the century-old building until it went up in flames.

On Wednesday, mortar and machine-gun fire continued to pour on citizens trying to save what was left of the uniquely important Bosnian and Herzegovinian collections and archives. By day's end, a burnt-out skeleton was all that was left of this once-beautiful and renowned cultural institution; fire had raced through most of its three million volumes.

The library is the latest victim in the seven-month-old civil war between Serbs, Croats, and Muslims in what was once Yugoslavia. According to news sources, one library official has reported that 155,000 of the rarest volumes, mostly Islamic texts from the sixteenth century, were moved to the basement to save them, but even they were likely to suffer severe water damage.

The glory days

Originally planned as a town hall for Sarajevo, the building was completed in 1896 when Bosnia and Herzegovina were part of the Austro-Hungarian Empire. Built in a pseudo-Moorish style on the banks of the Miljacka river, the colorful building soon became a symbol of the city along with the slender mosques that graced the Sarajevo skyline.

The town hall made world news early in this century on June 28, 1914, when Archduke Ferdinand of Austria and his wife Sophie were assassinated there by Gavrilo Princip, a youth connected with the Serbian terrorist organization "Black Arm." The assassination, credited with sparking World War I, occurred minutes after the archduke's address to the city's elders.

In 1951 the town hall became home to the national library, which had been founded in 1945. Its core collection was formed from different libraries salvaged in the city after World War II, including the Croatian Information Office library, the German Society library, and the library of the Russian colony in Sarajevo. Its importance grew after it received the collections of the Moslem cultural institution "Gajret," the Croatian cultural society "Napredak," and the Serbian cultural society "Prosvjeta."

The collections developed rapidly after the library became a depository for works published in Bosnia and Herzegovina and a federal depository for works published on the territory of Yugoslavia. In 1957 the library was designated a university library and began to expand its holdings through donations and active exchange programs with the world's major libraries. The library also acquired a number of important manuscript collections, notably those of Croatian poet Silvije Stahimir Kranjčević and Serbian poet Aleksa Šantić.

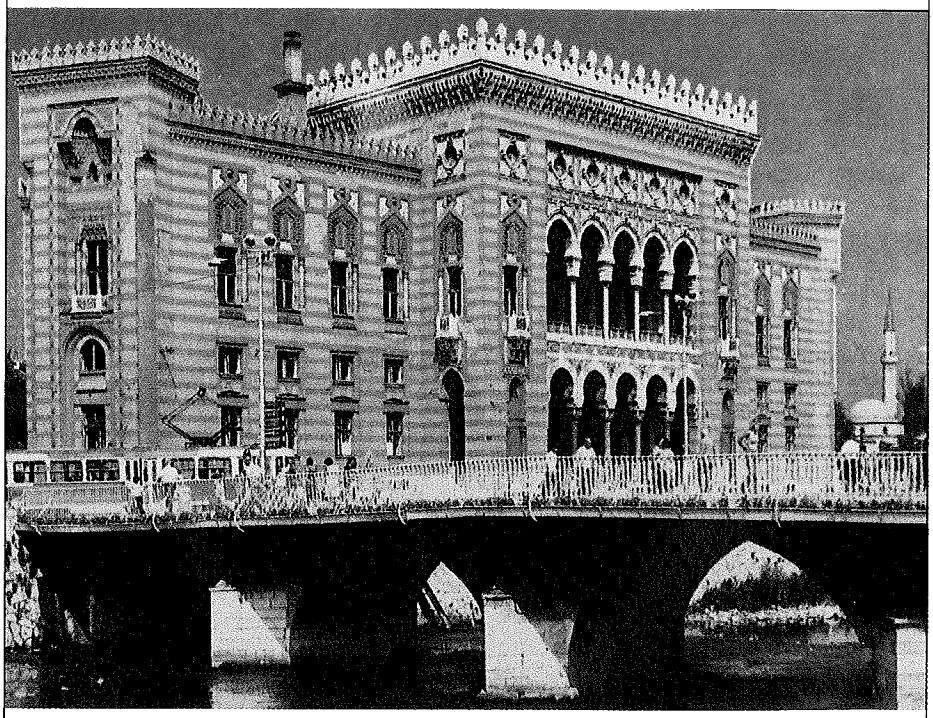
Personal recollections

As I watched in disbelief television news pictures of the burning library, I thought of my visit there in May of 1982, when I was a Fulbright scholar in Yugoslavia. I was invited to lecture at a library conference in the National and University Library. We met in the same hall where the unlucky Archduke Ferdinand had spoken.

The hall, I was told by my colleagues, had been left as it was when that pivotal historic event took place. I looked around in awe and admired the woodwork beautifully carved by Bosnian masters. When my time came to stand at the dais behind the lectern I was shaken, thinking about the past and the horrible war that was sparked right there.

I also listened with interest to what was discussed at the conference. My colleagues

(Sarajevo cont. on p. 816.)



The National and University Library in Sarajevo as it once looked.

TATJANA LORKOVIC *is curator of Slavic and East European collections at Yale University and a past chair of the Slavic and East European Section of ALA's Association of College and Research Libraries. She emigrated from Yugoslavia in 1964.*

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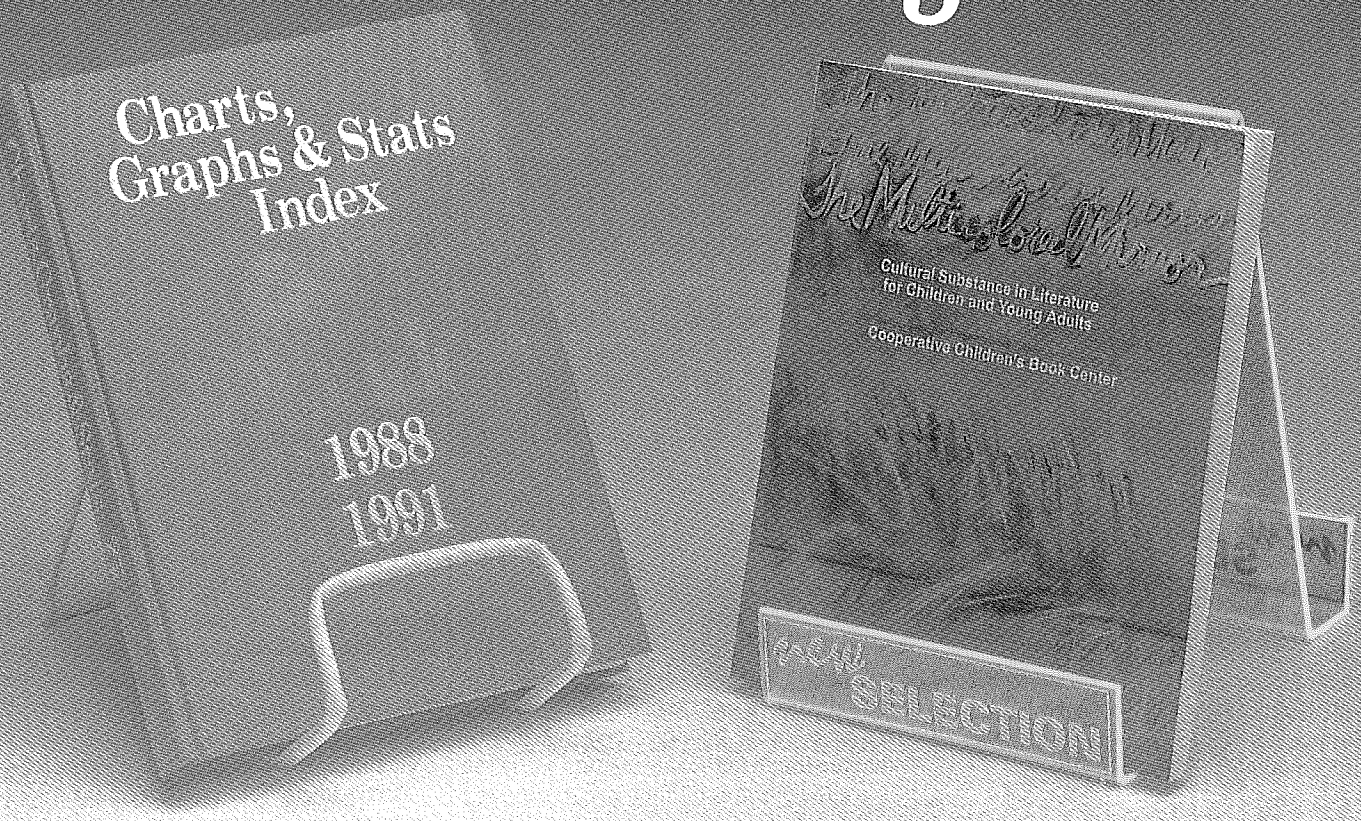

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More on gay cover-age

As a longtime member of the American Library Association, I want to tell you that I was not pleased with the cover of the July/August *American Libraries*. In fact, I am offended that the picture is on the cover. While I recognize that the Gay and Lesbian Task Force is a part of the Association, I hope that its participation in the Gay Pride Parade in San Francisco was not one of the most important events at the Conference. How about a picture of the new ALA president, if you were short of anything really newsworthy?

When it is time to renew my membership at the end of the year, I may look for an organization that will better reflect my interests and concerns, which center around the organization and retrieval of information.

JANET EASLEY,
Ocean Park, Wash.

I'm probably as firm an advocate of Afro-American–Native-American–gay and lesbian rights as anyone, but I'd like to see the library profession cease its endless advocacy of social issues and return to the difficult issues of operating information agencies (formerly known as libraries) in an age of sound bites and media pieces. The Gay and Lesbian Task Force cover on the July/August issue of *American Libraries* is a good example of the problem.

The library profession is too often identified in academe as a place where the odd, the different, and the unwanted in other departments can be easily cached. Consequently many, if not most, males in librarianship are thought of as being gay. Whether it is true or not does not matter. The perception inhibits many from entering the profession as freely as one enters computer science, statistics, or chemistry. Your cover helps with the impression that the profession is open to all types of peoples, all types of ideas and, of course, all types of information; but it doesn't further our profession as a part of mainstream America.

WILLIAM BRACE,
Rosary College library school,
River Forest, Ill.

I am appalled by the absurd cover illustration of the July/August *American Libraries*. The gay and lesbian issue, along with many other social issues, has nothing whatsoever to do with the library profession. And the library profession should have absolutely nothing to do with it and them. Also, although Gloria Steinem and Pat Schroder were certainly dynamic and provocative speakers at ALA's Annual Conference (p. 555), much of what they said, likewise, has little to do with the profession.

I thought that we were supposed to be concerned with *library* issues. Whatever happened to the absolute freedom of inquiry conducted by practitioners who must maintain a neutral stance among the myriad philosophies, temperaments, ideas, outrages, facts, opinions, and sympathies that are found in the information world? It is not the business of librarians to support, promote, or glorify any group or philosophy—regardless of how strong their feelings may be.

Our personal views will be unique, but our collective professional obligation is to respect freedom of thought and access to information. Any approach to the contrary will only elicit a disrespect for the library profession, since most people will not take seriously the ranting and yapping of angry, misguided library professionals who insist on supporting some irrelevant cause.

I hope that the American Library Association will get back on track and support the cause of librarianship.

JEREMY SAYLES,
Georgia College library,
Milledgeville, Ga.

I am writing to support and praise the editors for the cover of the July/August issue of *American Libraries*. I attended ALA's Annual Conference in San Francisco, and spent several wonderful hours on Sunday afternoon watching the Gay and Lesbian Freedom Day Parade. When I received my issue of *American Libraries* a few weeks later, I felt pleased that my professional association chose such a happy, celebratory photograph for the post-conference issue.

Featuring such a positive image on the cover is an excellent way to recognize that gays, lesbians, and bisexuals are an important—and proud—part of our profession.

WENDY THOMAS,
Radcliffe College library,
Cambridge, Mass.

ALA's liberal agenda

I am writing to express my personal support of the views contained in Madelaine M. Schmitt's letter in the July/August issue of *American Libraries* (p. 552).

It is common among liberal intellectual circles to presume that *their* point of view is "neutral," or "correct." And any other point of view is "prejudiced" or "incorrect." Much of the library world is apparently comprised of liberal intellectuals, no doubt due to our commitment to education and our academic credentials. There is nothing wrong with the *education*; there *is* something wrong with the *presumptions*.

Aren't liberal ideas and opinions about abortion and homosexuality "opinions" just like conservative ones? Just because the liberal establishment doesn't agree with me doesn't make me wrong and them right. Although we each may have such feelings about the other, ALA, as a professional organization, should be neither. There is no reason that ALA need presume either point of view is correct or presume that its members are all liberals. Many of us are conservative. And even though most members may be atheist, agnostic, "New Age," nominally Christian or Jewish, or otherwise, there are a number of members who *are* religious, in a deeply committed sense. We are not reactionary or negative, but we work out the mandate of love and justice found in the Bible in all seriousness.

We are a minority now, and it is unfair to us for our professional association to be so often contrary to and offensive to our religious beliefs.

RICHARD A. LEITER,
Regent University law library,
Virginia Beach, Va.

Following up Madelaine M. Schmitt's letter, I too would appreciate the powers-that-be in ALA addressing how the Association's leadership can embrace and promote an across-the-board liberal political agenda and still claim to represent the entire library/information science community.

Until ALA either refrains from partisan politics (something I and others have called for in the past) or at least provides politically incorrect librarians of all stripes (conservative, neo-conservative, neo-liberal, etc.) with a legitimate voice in Association proceedings, I would be interested in networking with such librarians. Anyone interested can reach me at R.R. 3, Box 211, Norfolk, NE 68701.

DAVID DEMBECK,
Norfolk (Nebr.) Public Library

I agree wholeheartedly with the opinion and question posed by Madelaine Schmitt. Her strong statement regarding the Association's agenda expresses my concern that ALA has moved too far away from my values as a librarian, and as a person, to represent my interests.

I have been a member of ALA for 15 years; I will not be renewing my membership. Instead, more of my efforts and my financial support will be directed toward my state and local associations. I thank Ms. Schmitt for catalyzing my decision.

REVE ROCKE,
University of California/Davis library

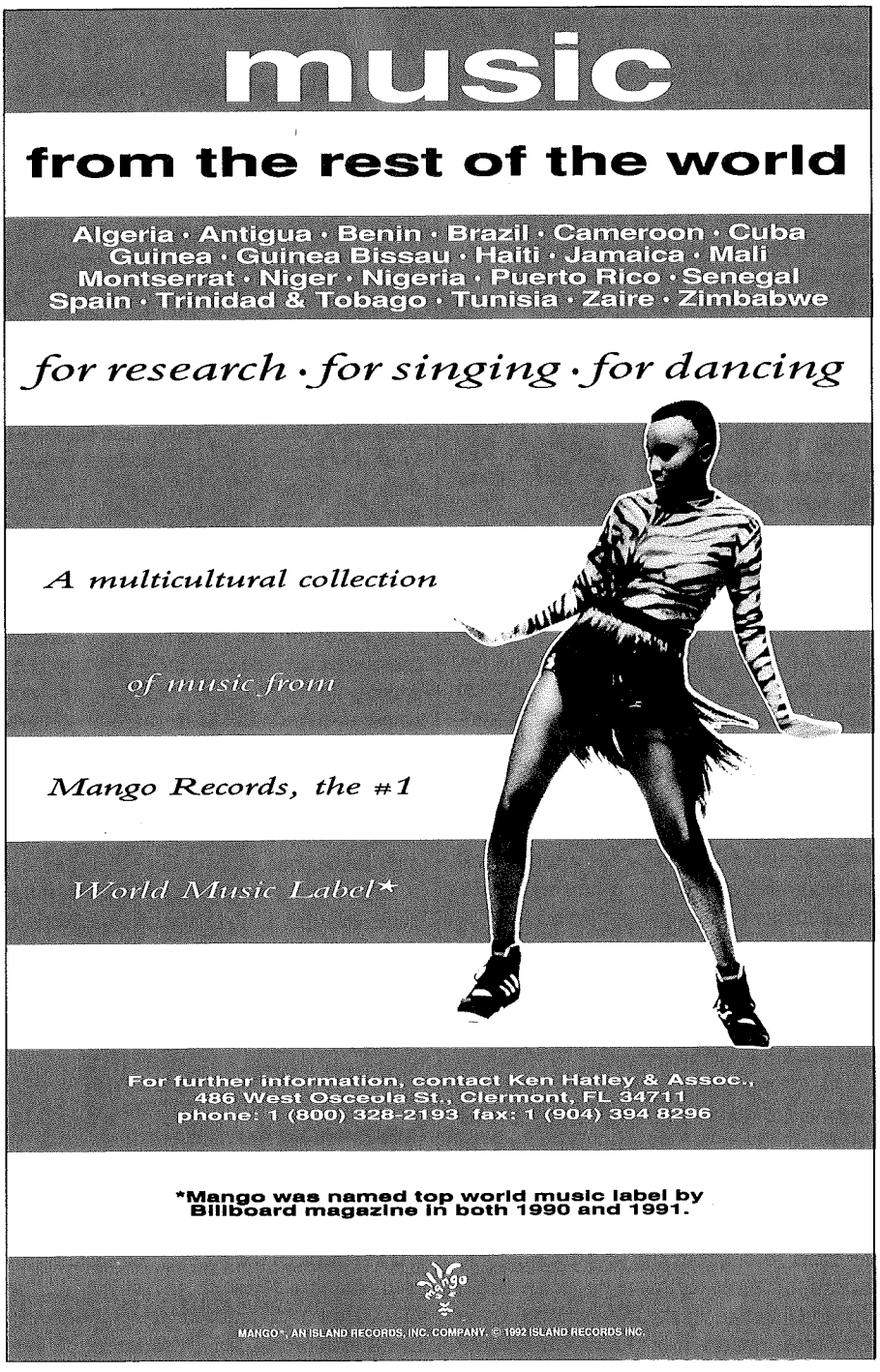
I would like to reassure Madelaine M. Schmitt that not all of ALA is giving strong support to liberal and feminist viewpoints. Those of us who enjoy being labeled both liberal and feminist have been quite frustrated with many aspects of ALA. We have been actively trying to get books published, including an oral history of women of color who have been leaders in our profession, but have been told that the works are not profitable.

We have been trying to get articles and/or short news items published in our professional journals with very limited success. We are interested in seeing our journals discuss such issues as the working conditions of children's, young adult, and technical services librarians; health care for part-time employees; the advancement of people within their own area of expertise without forcing them into management positions; job-sharing; library-provided child care for employees; the development of sexual harassment policies; and pay equity. Why aren't there more articles on these subjects? The reasons we have been given include: lack of staff time and money; the subjects are not of interest to the wider audience; no one is available who can write "light," "fun" articles on these subjects.

I think that both Madelaine Schmitt and I need to remain active members of ALA so that the wide spectrum of viewpoints within ALA remains. The controversies that arise because we do not agree can help us create a stronger and more dynamic organization if we are both willing to *express* our views and *listen* to the opposing views. The organization becomes weaker when we stop contributing.

DIEDRE CONKLING,
Lincoln County Library District,
Newport, Oreg.

Just one day before your July/August issue hit my desk I told a co-worker that I was almost mad enough at ALA to write a letter to the editor. Then I read the issue and Madelaine M. Schmitt's letter to the editor gave me the encouragement to write. Un-



like Ms. Schmitt, neither the co-worker nor I are members of ALA and a major reason for both of us is our dislike of ALA's stands on *non-library* issues. I would like to see ALA concentrate more on library issues and drop their misguided efforts to promote homosexuality and abortion.

I encourage other librarians who are similarly frustrated with ALA to write letters to the editor as well. Perhaps we should send them to Will Manley so he can endear himself to his new corporate bosses.

ALLEN S. GAETJENS,
Illinois College library

Reading my monthly issue of *American Libraries* is usually a pleasant pastime, which held true until the July/August issue. After reading the letter by Madelaine M. Schmitt I was, in a word, aggravated.

If Madelaine Schmitt has anything to do with collection development at her library, I'd hate to have to be a user there! If she censors her shelves as vehemently as she would apparently like to censor the majority of the members of ALA, there certainly can't be much of a balanced collection.

Thankfully, the American Library Association is open and responsive to members with a wide variety of views and orientations. If Ms. Schmitt can't accept that openness, then maybe she shouldn't renew her membership.

WAYNE R. WHEELER,
Nogales/Santa Cruz County (Ariz.) Public Library

Madelaine Schmitt complains about her perception of ALA's "liberal political agenda...promoted by feminists, homosexuals, and abortion activists." Where is the evidence that would support such a contention? Fortunately, librarianship in general and ALA in particular embrace professionals whose lifestyles and political philosophies are as broad-ranging as the constituents we serve in our work. The essence of librarianship directs us in our professional lives to tolerate (even if we cannot bring ourselves to celebrate) the diversity of opinions and knowledge that make our society unique and stimulating.

ALA should and does recognize all manner of philosophies. I am sure that many of the "liberal-agenda activists" in ALA would be the first to point out that what is commonly thought of as the Judeo-Christian perspective is heavily represented throughout the organization. On behalf of those of us who come from Judeo-Christian backgrounds, I object to Schmitt's notion that Judeo-Christianity stands for the conservative point of view and none other. This insinuates that only non-Christians and Jews could hold liberal points of view, which clearly is nonsense.

If Schmitt feels so uncomfortable about her ALA membership and truly believes that she cannot be fairly represented through her participation in the organization, she is far better off to spend her dues money elsewhere. However, I am sure she will find, upon reflection, that there is room for all of us.

KAREN A. SCHMIDT,
University of Illinois/Urbana-Champaign library

Words on Wilson

The July/August *American Libraries* notes the latest turn of events in the *Wilson Library Bulletin*–Will Manley episode. (p. 543).

I would like to speak in support of the action by H.W. Wilson President Leo Weins. As the president of the company, he had the right to ask the editor of *WLB* to ask Manley to resign. What, may I dare say, is wrong with the president of a corporation exercising his or her authority?

I for one will not boycott Wilson. I think that *WLB* is the best journal of its kind. I will miss some of the other columnists, particularly Charles Anderson, but I will not miss Will Manley in *WLB*.

STEVE HERRO,
De Pere, Wis.

The editor of the *Wilson Library Bulletin* has committed the ultimate hypocrisy: censorship of a librarian. Whether or not someone likes Will Manley's column is not the point. The real issue here is censorship. As librarians, all of us fight for freedom of speech and freedom of information. Wilson's editorial decision seems to be not only harsh, but very un-librarian-like.

Let's hope that *American Libraries* magazine will uphold the principles of freedom that all librarians cherish—and that Will Manley will be around for a long time to come.

BONNIE L. MECCA,
Eloy (Ariz.) Public Library

Implementing the ADA

As a librarian, and as a disabled person who has recently undergone intensive training on the Americans with Disabilities Act (ADA) through the ADA Training and Implementation Network (a project of the U.S. Equal Employment Opportunity Commission and the Department of Justice), it was with some dismay that I recently leafed through a catalog from a major library supplier. Now offered, among other items, are "ADA workstations," shelving to meet "ADA requirements for maximum reach height," and portable ramps to achieve wheelchair access to our libraries.

First, portable ramps are *not* the best way to achieve access; they should be considered as a "last resort" only if no other way to achieve access to the building or to the library program is possible.

Second, while there are specifications available for furniture and shelving, librarians should not assume they need to run out and buy shelving to meet "ADA requirements" for shelf height. The ADA permits staff to provide help to disabled patrons unable to reach books in the stacks. While shelving that allows the individual with a disability to reach books independently is desirable, it is not necessary to "retrofit" stacks with accessible shelving.

Third, librarians should *not* make any major purchases in response to a catalog like this without consulting with the likely users of our facilities and programs.

Finally, and most importantly, we must remember that the key to successful implementation of the ADA is and will be a case-by-case problem-solving collaboration between librarians, who are offering services, and patrons with disabilities, who are entitled to access to them.

KATHLEEN P. LEONARD,
Providence, R.I.

Council clarification

In the report on the June 29 Membership/Council/Executive Board meeting in San Francisco (*AL*, July/Aug., p. 560), it is stated "Asked by councilor F. William Summers if Council, according to bylaw provisions that make the Board answerable to it, could overturn an action of the Executive Board, [ALA's attorney] Ennis advised that it could not." This is misleading.

Constitution Article VII Section 3 gives Council the authority to review the actions of the Board. On occasions in the past Council has done this and overturned actions of the Board. However, Attorney Ennis' point was that this was not possible in the Crismond case because Article VIII Section 1 of the Constitution expressly states "The executive director shall be appointed by the Executive Board, and shall hold office at its pleasure."

NORMAN HORROCKS,
ALA Councilor-at-Large □

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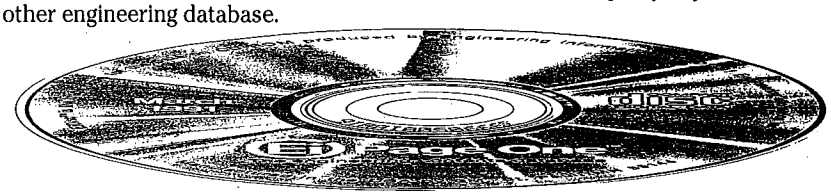

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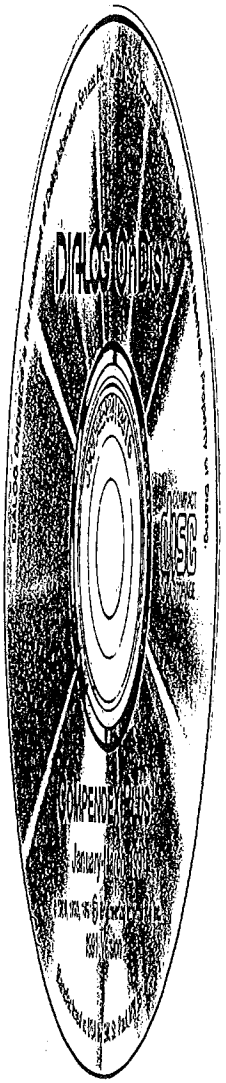

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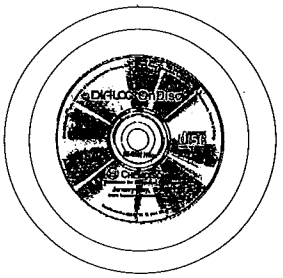

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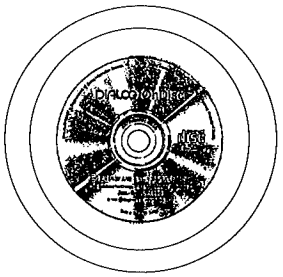

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Help is on the WAIS

BY MARY LUKANUSKI

The Wide Areas Information Servers (pronounced "ways") protocol will make navigating disparate databases easier, but not right away.

"Is it control F to scroll forward? Control R? What do I use to print, Tab or p or P? Now what's the difference between OR and AND?" The anguish of having to remember multiple commands, remembering where the cheat sheet is located, and the idiosyncrasies of Boolean operators! That's the sad plight of the database searcher and the hopeless dilemma of the occasional user, going from one set of search commands to another as he or she changes databases. Database searching is one of the mysteries of our profession. Nonlibrarians may attempt to "search," but whom do they call on when they get frustrated or confused?

Search a variety of databases through one interface? Before you say "Not!"—wait.

Imagine the capacity to search a variety of databases through one interface. Imagine searching in everyday language, without having to use Boolean operators. Imagine not logging in and out when changing databases. Imagine accessing text, sound, and images with the same interface. Before you say "Not!"—wait. This is all being done within the Wide Areas Information Servers (WAIS) protocol.

MARY LUKANUSKI *is data collection librarian at Rand, the not-for-profit research and policy institute, in Santa Monica, Calif.*

The WAIS (pronounced "ways") protocol began as a project initiated by Thinking Machines, a firm that designs massive parallel computers and software for their machines. Thinking Machines also involved Apple Computer, Dow Jones & Company, and KPMG Peat Marwick. The goal of the project was to create a system that would allow a user to access and manipulate personal, corporate, and commercial information through one interface. Thinking Machines provided the software and hardware. Apple concentrated on the interface. Dow Jones News Retrieval permitted use of its database, and Peat Marwick served as a test site.

Nonlibrarians may attempt to "search," but whom do they call on when they get frustrated or confused?

Before work began on the project, it was decided that WAIS would be a client-server protocol in which the client is the requester and the server is the provider of the database.

Savage user interfaces

When designers from Apple's Advanced Technology Group began thinking about the interface between software and user, they consulted two librarians from the Group library, Janet Watts and Steve Cisler, to see what other database interfaces existed. Cisler and Watts demonstrated several online databases. "We showed them how bad it was," said Watts. "Savage user interfaces," echoed Cisler.

Working with Cisler and Watts, the designers realized they were attempting to reproduce the human interface in information gathering. They became intrigued by the concept of the reference interview and how the reference librarian determines what the user wants.

Brewster Kahle, cofounder of Thinking Machines and leader of the WAIS project, was also intrigued—enough so that he enrolled in reference classes at the Simmons College Graduate School of Library and Information Science. While studying the intricacies of the reference interview, Kahle came across the ANSI-NISO Z39.50 standard, the common language used by online databases. Kahle and other project members decided the Z39.50 standard could serve as a model for the common language between WAIS clients and WAIS servers.

After a year of development, a system evolved that allowed users access to personal, corporate, and published information—such as an online database—from one interface. Kahle describes it as a personal publishing tool. The icon-driven interface will be familiar to those who use Macintosh computers or the Windows environment and employs a "question box," a "source box," and an "answer box." The user poses a natural language query such as "What was the rate of inflation last year in the United States?" in the question box. Notice the absence of Boolean operators. Next, the user selects the sources listed in the source box: news services, financial services, in-house technical reports—whatever is available online.

The user selects a source and the query is posed to the source by matching words or phrases that appear in both the query and the source. Matches pop up in the answer box. The user can then read a brief description of the items retrieved, select items for viewing in a fuller form, or ask for other relevant documents.

On the Internet

Once WAIS was completed, Kahle continued to pursue the wide area concept in a wider arena—the Internet. While Apple, Dow Jones, and Peat Marwick continue to be involved in other capacities, Kahle and Thinking Machines are promoting the potential of WAIS. The company is offering the protocol software free via the Internet, and Kahle is heavily engaged in WAIS dis-

cussions with the networked information community.

Reactions to the WAIS protocol are varied. Nonlibrarians are enthusiastic. Database searching is no longer intimidating, and personalized information can easily be found without the intermediary of a reference librarian. The intermediaries, however, are less than enthusiastic. "Professional searchers have been suspicious," commented Apple's Watts on librarians' reactions to the WAIS search capacities. "They have less control over the search and feel a need to understand how it works." The broader library community is just beginning to discover WAIS, and judging from the conferences and workshops on the subject, WAIS is engendering a great deal of interest.

Over 100 databases and 5,000 individuals are now using the WAIS protocol.

A primary benefit of the WAIS protocol is that it is one method of "navigating the network." An overwhelming amount of information is currently available to anyone with a PC and a modem. Through the use of natural language querying and relevant document recall, WAIS offers a very easily understood method of accessing resources on the Internet. Electronic newspapers, tailored to individual taste, would be accessible. Resources such as picture libraries, OPACs, corporate libraries, and electronic text libraries would be available to anyone with access to the Internet.

The result is that many purveyors and seekers of information have been attracted to WAIS. According to Kahle, over 100 databases and 5,000 individuals are now using the WAIS protocol. The Library of Congress is planning to make its catalog available through WAIS. Dow Jones, involved in the project since its inception, will use the WAIS protocol on its Dow Vision network, which will contain the *Wall Street Journal* and 450 other business-related publications.

This grand vision is not without problems or criticisms. Affecting all resources linked by the Internet is the uncertainty of federal funding. Although the National Research and Education Network (NREN), which would expand and improve Internet, has been approved, the project has yet to be funded.

Currently, the protocol requires a power-

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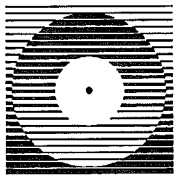

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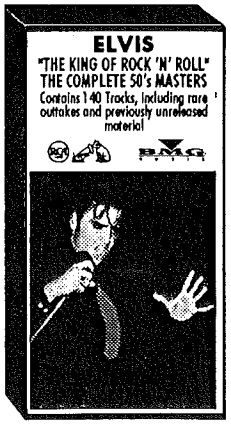

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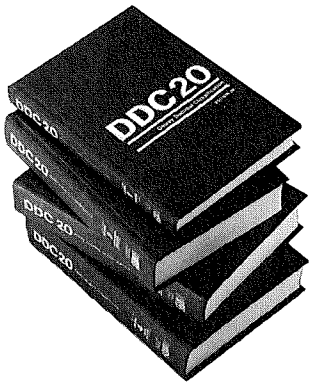

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ful search engine. WAIS, which uses the UNIX operating system, runs on two massive parallel computers, the Connection Machine 2 and Connection Machine 5, which are produced only by Thinking Machines. These units are performing well; however, how they will respond to increased demand is uncertain, as is the future of very large parallel computers in an age of distributed computing.

A WAIS to go

Security, attracting additional commercial vendors, and the pricing of information are also matters of concern. Solutions to the problem of security in a network environment—in the form of varieties of encrypting packages—abound, but no consensus has been made on which, if any, of these packages should be used. Additionally, it should be noted that the federal government is openly nervous about the existence of encrypting packages. Senate bills S266 and S618, which concern terrorism and violent crime, both state: "It is the sense of Congress that providers of electronic communications services. . . shall ensure that communications systems permit the government to obtain plain text contents of voice, data, and other communications when appropriately authorized by law."

The economic health of WAIS is also a matter of concern if the protocol is to become viable. If WAIS is to expand and reach its potential, commercial vendors will have to be attracted to using the protocol. Internet is for research and academic use, not for commercial vendors. The some 100 databases now available through WAIS are fun and interesting, but they don't pack the same economic punch as DIALOG would if it adopted the protocol. A related concern is the pricing of information. How users will be charged and what those charges will be is speculated, but as of yet unstated. Dow Vision will be the first for-fee server using the protocol. How Dow Jones handles Dow Vision and user response to Dow Vision undoubtedly will influence other commercial vendors.

Dow Jones. . . will use the WAIS protocol on its Dow Vision network.

George Brett, program manager for the Networked Information Center for Communication of the Microelectronic Center for North Carolina, believes that the notion of networked information was "So what?" and the question has now changed to "Now what?" We all know the grand vision of networked information—how rich resources will be available to anyone with a PC, modem, and a credit card. How we make the most of these resources is the challenge we face now. So, hold on to those cheat sheets; information at your fingertips may have a WAIS to go. □

Designers realized they were attempting to reproduce the human interface in information gathering.

For further information on WAIS, contact Brewster Kahle through Internet: Brewster@Think.com

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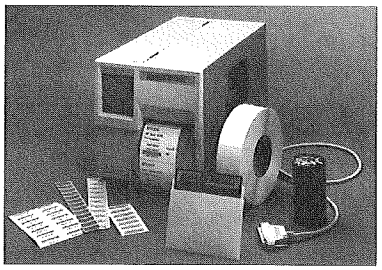

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Libraries without walls; *or,* Librarians without a profession

BY BRUCE PARK

If librarians don't broaden their vision, technological advances may marginalize the profession.

The second suggested title for this article—"Librarians without a Profession"—is perhaps a little melodramatic; but the essence of its meaning is nonetheless quite real. The disappearance of the profession is not happening directly and blatantly, but through a process called *marginalization.* Marginalization occurs as the importance or significance of something is gradually diminished; in other words, something is pushed off to the side or to the margins.

The process of marginalization happens all the time, because it is a byproduct of evolution and change. A fellow who used to work with me was one of those rare individuals who had actually been apprenticed to a surveyor, and he eventually became a surveyor himself. Surveying as a profession goes back for centuries; for example, George Washington was a surveyor.

In the 1960s, computers were introduced to assist surveyors in their calculations. The 1970s saw the advent of more computers. By the 1980s, even faster and smaller computers were being used, with the introduction of lasers for measuring distances.

Today, a few courses of surveying are usually taught as part of the civil engineering curriculum. It is still a "profession," but relegated to a technician's job. In the current jargon, we would say that the profession has been marginalized.

Library automation may have the same effect on the library profession. Computers assist librarians with the more tedious tasks of circulation and inventory control, copy cataloging using published MARC databases (CD-ROM or online), and improving fiscal control and management of acquisitions and serials. If much of the traditional library professional work can be relegated to part-time volunteers and student staff, the profession of librarianship could well become marginalized.

BRUCE PARK *is senior vice-president of Geac Computers, Inc.*

Jim Flynn

If librarians don't broaden their vision and keep pace with technology, they could be pushed off to the margins.

The human interface

The critical function that will be difficult for computers to handle is the human interface. This is a service activity consisting mainly of helping people define what they are looking for, and then actually helping them find the materials and information. When computer artificial intelligence is eventually developed to be smart enough, even this could change; but we are yet a few years away from that point.

The paradox is that library automation can also be viewed as a foundation for expanding libraries' and librarians' charter to include the public's ever-growing demand for information and information services. As conditions and circumstances change, we all have the right and responsibility to change or redefine our relationship to this changing new environment. Perhaps a good term for this process is self-directed evolution.

An industry built on libraries

A personal example demonstrates the role libraries can play in the new information environment: In 1988, I helped author and lobby for the State of Hawaii House of Representatives to pass House Bill 2032, "An Act to Establish an Information Industry in the State of Hawaii." The foundation upon which this fledgling information industry was to be built was the state's libraries and li-

Libraries may miss the opportunity to become the primary delivery service mechanism of information.

brarians. Much to everyone's surprise, it passed in its introductory session and was budgeted for $4 million.

My personal view is that libraries, librarians, *and* library automation provide the critical and strategic infrastructure for the world of information services. And the ultimate goal of information services is to provide access to information and services to end users.

If someone were to ask "What information and which services?," the appropriate answer is, "Does it matter?" Libraries exist for the public good, or to service the people in their sponsoring agency. Traditionally libraries have had two main objectives: First, they are a repository for information (a physical location to house information materials); and second, they provide reference services (librarians would assist their public in finding information).

We know that information is expanding at an exponential rate. No physical structure can grow at the rate information is growing in order to house this new material. Therefore, the traditional role of the library as a physical repository is becoming less important. In addition, the value of much of that information is becoming more and more time-sensitive.

As accessibility and deliverability of information is priced accordingly, we will see discrimination based upon "information haves" and "information have-nots." And besides those who are priced out of the information market, those who want the information and can pay but find that the library does not provide the services, must then go elsewhere to get their information.

Another differentiation between the "information haves" and "have nots" is in the knowledge that the information exists and the skill to access it effectively. To address this growing problem, some librarians are teaching patrons information-retrieval skills along with reading skills.

The next wave

At the RMG Associates Annual Conference on Library Automation at ALA's 1991 Midwinter Meeting, many senior executives of the leading library automation vendors suggested that there are many good and functionally similar products available from which a library may choose. Library automation products are becoming mature. The next wave of services, technology, and public need is information.

Products and services are being developed and marketed to meet the growing public need for information. The real question is, will the librarians be prepared to deliver them? If so, they will have to rise up and seize the imminent challenges facing them, to acquire the skills and knowledge necessary. Otherwise the standard passes on to another flag-bearer, another champion, by default.

Libraries may miss the opportunity to become the primary delivery mechanism of information, and, likewise, librarians may miss the opportunity to become highly valued information professionals, if they don't broaden their vision, keep pace with technology, and use both to anticipate and respond to the patron's needs. In other words, both libraries and librarians could be quickly marginalized.

Our decisions in the next few years will determine which of my two proposed titles for this article will come to pass. □

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In her preface, June Lester calls this book "the spiritual, although not bibliographic successor to the ALA Yearbook." It continues the best of its predecessor in a style and publication format intended to make the information more accessible to a wider audience. Don't miss this premiere edition of the affordable current awareness annual guaranteed to keep you in the know!

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$70.00cl. 392p. 1991
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DEDICATED LINE

"Dedicated Line," which highlights new products and developments in automation and related areas, is written by Bruce Flanders, director of technology at the Kansas State Library. Suppliers can send materials to Flanders at 332 Tall Grass Dr., Lawrence, KS 66049.

Strategic business intelligence

Standard & Poor's has announced its enhanced S&P Corporations database on CD-ROM. Three S&P databases are included: Public Companies, taken from Standard & Poor's Corporation Records and including S&P News, recent news stories on interim financial statements, 87 fielded annual report financials, and 14 financial ratios; Private Companies, approximately 45,000 leading private companies taken from S&P's Register; and Executives, profiles of 70,000 business executives from public and private companies, also drawn from S&P's Register.

Users can choose an easy menu search mode or a Dialog Command Search, useful to librarians familiar with Dialog search strings. Data can be formatted into custom tables for printed reports, or output in spreadsheet or word processor format. The $4,900 annual subscription includes bimonthly updates and communication software that can link users to S&P Daily News Online, a service providing news reports of current developments and time-sensitive financial data. Contact Standard & Poor's Corporation, 25 Broadway, New York, NY 10004; 800-233-2310.

The ultimate phone director

Of all the nationwide phone directories on CD-ROM, perhaps the most comprehensive is the NYNEX Fast Track Digital Directory, which contains 77 million personal and business telephone listings from around the nation, divided geographically on nine CD-ROM discs.

Search and retrieval software allows users to locate and verify directory information by name, address, telephone number, or zip code. Any combination of the nine discs is available to libraries that need listings only for specific parts of the country. Each disc can be updated quarterly, semi-annually, or annually to incorporate new and changed listings. LAN access is optionally available.

NYNEX Fast Track is available from NYNEX Information Technologies Company (NIT), a wholly-owned subsidiary of NYNEX Information Resources Company, publisher of the NYNEX Yellow Pages. Other NIT products range from multimedia kiosks to portable electronic white pages for the Sony Data Discman to online directory services. Contact NYNEX Information Technologies Company, 100 Church St., 9th Floor, New York, NY 10007-2670; 212-513-9779.

The nine NYNEX Fast Track discs contain 77 million personal and business telephone listings from around the country.

OPAC/encyclopedia integration

VTLS Inc. has developed a prototype client/server integration of its online public access catalog and an electronic encyclopedia. So far, only the text portion of the encyclopedia is implemented, but image incorporation is planned for the future.

The development of the prototype was funded through a technological demonstration grant from BRA Boecker, publishers of the Swedish National Encyclopedia. A Hewlett-Packard 3000 minicomputer stores the encyclopedia file indexing system and acts as a file server for the data, which is maintained in a separate database. User access is accommodated through microcomputer workstations running VTLS Intelligent Workstation software. The goal is to provide seamless integration between the OPAC and the multimedia encyclopedia. Contact VTLS Inc., 1800 Kraft Dr., Blacksburg, VA 24060; 703-231-3605, fax 703-231-3648.

Global engineering resources

Engineering Information Inc. (Ei) has collaborated with the Netherlands-based International Translations Centre to upgrade its Ei Page One CD-ROM database. Page One, the largest single source of bibliographic citations from world engineering journals and conference proceedings, has been enhanced to include ITC records pointing to over 30,000 physical science, technology, and engineering titles translated from over 30 languages, primarily Russian, German, and Japanese. This database feature upgrade can prevent both duplication of research and the unnecessary costs of redundant translation.

Researchers can order the full text of all cited Ei Page One titles, including translations, by phone or fax through EiDDS, Ei's document delivery service. Contact Engineering Information Inc., 345 E. 47th St., New York, NY 10017; 201-216-8500.

Orienting the new generation

The H.W. Wilson Company will provide free online access to all Wilson databases for reference service instruction and training courses in undergraduate and graduate library science programs. Each school can obtain a password to search the 25 Wilson databases through online access, including OCLC's EPIC system.

The full-featured Wilsonline Online Retrieval System offers up to 43 different access points to bibliographic records, nested Boolean logic, proximity searching, free-text and controlled vocabulary searching, online thesaurus, truncation, and offline printing, making it well-suited to use to teach online database searching. Contact the H.W. Wilson Company, 950 University Ave., Bronx, NY 10452; 800-367-6770.

Networked BiblioFile for peanuts

The Library Corporation has released sample pricing figures for BiblioFile library automation products networked via a Novell-based LAN. For small libraries, a three-terminal network configuration with one circulation workstation and two public access catalog (PAC) workstations, employing an 80386 server with a 200Mb hard disk, 60Mb tape backup, barcode scanner, and BiblioFile Circulation and PAC software

(to create a system with capacity for up to 30,000 titles) starts at $13,000. For somewhat larger libraries, a 10-terminal network with four circulation and six PAC workstations, employing an 80386 server with a 300Mb hard disk and four barcode scanners (to create a system with capacity for up to 60,000 titles) starts at $35,000.

Prices include basic file preparation and the creation of authority cross-references. Record conversion, training, and installation prices do vary, but these are good startng ballpark figures. Contact the Library Corporation, Research Park, Inwood, WV 25428-9733; 800-624-0559.

Lights, camera, action!

Now you can sit in the director's chair, thanks to LinkWay Live!, a multimedia authoring tool marketed by EduQuest, the IBM Educational Systems Company. LinkWay Live! is a DOS-based authoring and presentation tool that allows teachers, students, professional authors, and others to use full-motion video, sound, animation, and high-resolution graphics in their multimedia creations.

LinkWay Live! supports full-speed motion video, digital sound support, and a variety of color graphics modes, and comes with its own real-time motion video capture and playback software. It requires a system with an 80286 or higher processor and 2Mb of system memory, and is available at $196 for educators (the retail price is $280). Network versions are available at extra cost. Contact EduQuest, P.O. Box 2150, Atlanta, GA 30055; 800-426-3327 (educators) or 800-426-9402 (non-educators).

Do you have long-lost ancestors?

Well, thanks to the efforts of GeneSys, a new division of Dynix, you have a fighting chance to track them down. GeneSys distributes and supports many files and CD-ROM products from FamilySearch and Automated Archives Incorporated; including:

Ancestral File, which represents 10 million linked individual records, pedigrees, family groups, and descendency charts;

The Family History Library Catalog, which lists 235,000 books, 1.75 million microforms, and 325,000 microfiche in the Family History Library in Salt Lake City;

The International Genealogical Index, which provides names and vital information for over 147 million deceased people around the world from the 1600s to about 1900;

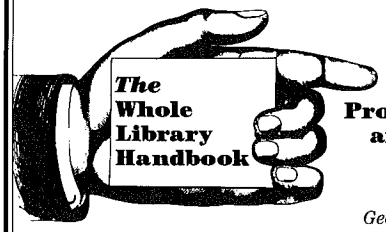
The Social Security Death Index, which indexes 39.5 million names, primarily from 1962 to 1989, with updates.

And there are others—a complete product catalog is available. GeneSys products are fully compatible with Dynix software and hardware platforms. Contact Dynix, 151 E. 1700 South, Provo, UT 84606-9911; 800-222-376

Blast into high-speed orbit

Orbit Search Service has released new search software that will bring dramatic performance increases to its online system, processing search queries an average of 50% faster than the previous version. While all processes and searches run faster, the most impressive improvement in speed will be seen by searchers using complex search logic or executing long-stored searches. Searchers will also see a new, optional processing message during long searches, "GETs", etc., indicating that work is progressing.

Orbit Search Service contains online scientific, technical, and intellectual-property information. Contact Maxwell Online, 8000 Westpark Dr., McLean, VA 22102; 703-442-0900. □



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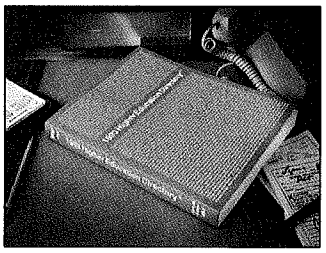

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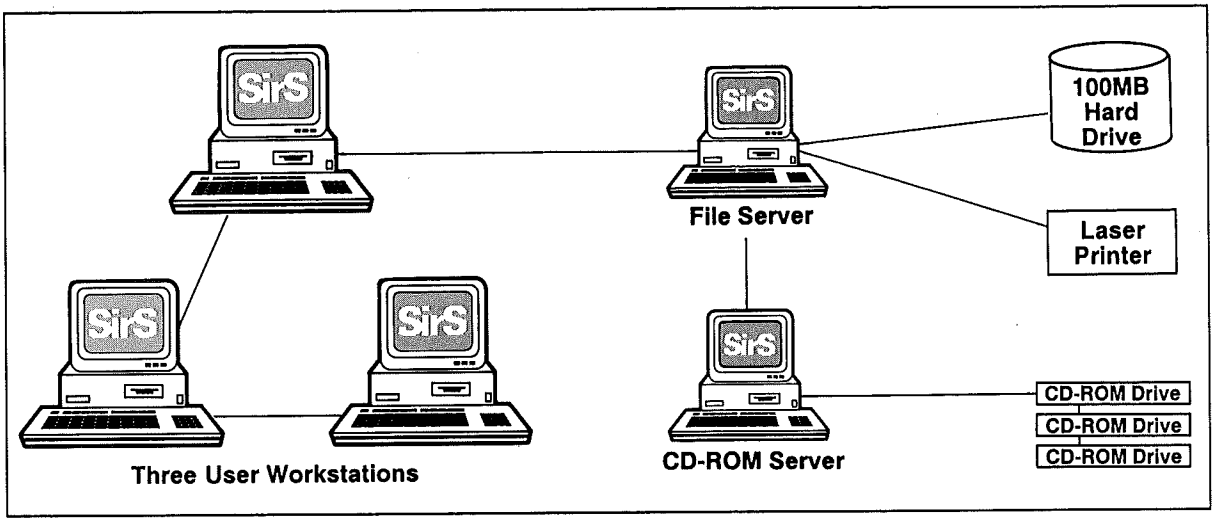

The **SIRS CD-ROM Library Network** is a high-speed, high-quality local area network (LAN) package. The trio of workstations can access any of three CD-ROM drives simultaneously. The 100-megabyte (MB) hard drive can accommodate several software programs. This basic turn-key network is Novell*-based, which ensures easy expandability of workstations and CD-ROM drives.

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The LAN package is **priced at $13,500,** and includes a first-year subscription to SIRS Combined Text & Index CD-ROM. Alternative hardware configurations can be designed to suit individual library requirements.

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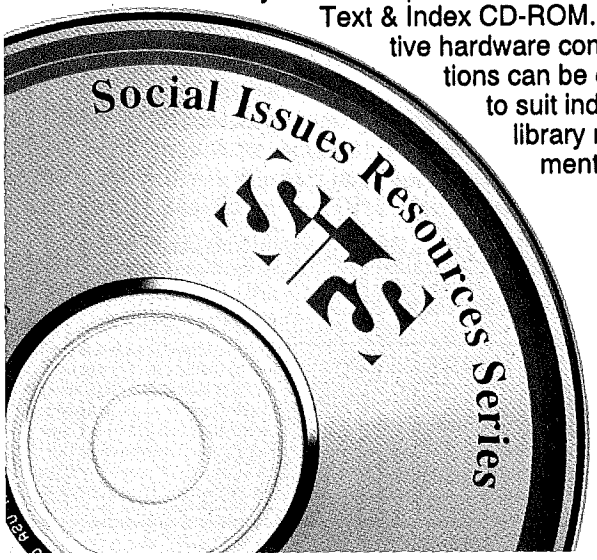

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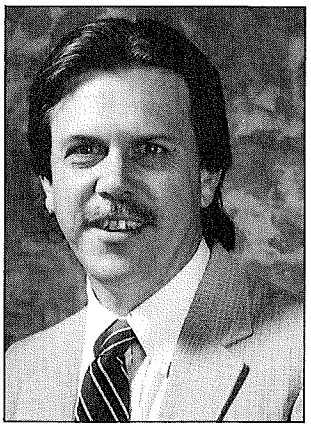

John Duke

Freddiemae Brown

Julie Arnott has been named preservation education officer for the Southeastern Library Network (SOLINET). ☐ **Barbara Blanchard** has become library systems manager at White Plains (N.Y.) Public Library. ☐ **Inez L. Sperr Brisfjord** is now associate professor and assistant dean of Pratt Institute's School of Information and Library Science, Brooklyn, N.Y. ☐ The new associate provost for information services at Dowling College, Oakdale, N.Y., is **H.E. Broadbent III.** ☐ **Freddiemae E. Brown** has been appointed chief of branch services for Houston (Tex.) Public Library. ☐ July 1 **Lillian Castillo-Speed** became the new head of the Ethnic Studies Libraries at the University of California/Berkeley. ☐ Aug. 17 **Daniel W. Chaney** became assistant social sciences librarian at the Oklahoma State University Library, Stillwater. ☐ **Keith W. Cogdill** recently became academic resident librarian in the Information Services Department of the University of Illinois/Chicago's Library of the Health Sciences. ☐ July 13 **Gloria J. Davis** began managing Anne Arundel County (Md.) Public Library's Maryland City branch. ☐ **Travis Dudley** is now consultant, assistant coordinator, of the North Texas Library System, Fort Worth. ☐ **John Duke** now serves as assistant director for Network and Technical Services of University Library Services at Virginia Commonwealth University, Richmond. ☐ **Dorothy M. Everett** now directs the Missaukee County (Mich.) Library. ☐ Aug. 24 **Lorrita Ford** became instructional services librarian at the Diablo Valley College Library, Pleasant Hill, Cailf. ☐ The 1992–93 president-elect of the Medical Library Association is **June H. Fulton.** ☐ **Malcolm Hill** has been appointed director of the Mid-York Library System, Utica, N.Y. ☐ **Stephen E. James** recently became assistant chief of the Materials Development Division of LC's National Library Service for the Blind and Physically Handicapped. ☐ At the University of Illinois/Chicago Library **Thomas Jevec** is now academic resident librarian in the Reference Department and **Maurie Caitlin Kelly** has been appointed academic resident librarian in the Documents Department. ☐ **Lynn Klekowski** is the new head of reference for DePaul University's Loop Campus Library in Chicago, Ill. ☐ Aug. 1 **J. Ingrid Lesley** became the first chief of the Special Collections and Preservation Division at Chicago (Ill.) Public Library. ☐ **Edward C. Lomax** has been appointed academic resident librarian in the Information Services Department of the University of Illinois/Chicago's Library of the Health Sciences. ☐ **Patrick G. McCarthy** now heads the Serials/Acquisitions Department of Saint Louis (Mo.) University's Pius XII Memorial Library. ☐ The new academic resident librarian in the Reference Department of the University of Illinois/Chicago's Main Library is **Melanie McKnight.** ☐ After serving as director of Mount Pleasant (N.Y.) Public Library for 19 years, **Charlotte Miller** retired in September. ☐ **Kathleen M. Mosher** recently became director of the Kalkaska County (Mich.) Library. ☐ **Barbara J. Murray** now serves as deputy director for the Tucson-Pima (Ariz.) Library System. ☐ **Judith L. Noble** has been appointed librarian for the law firm of LaBrum and Doak in Philadelphia, Pa. ☐ The new database development consultant and head of the Cataloging Center at the Lincoln Trail Libraries System, Champaign, Ill., is **Holly Nordheden.** ☐ **Jan Olsen** now directs the Sioux City (Iowa) Public Library. ☐ Aug. 3 **Carolyn M. Ottow** began serving as assistant documents librarian at Oklahoma State University Library, Stillwater. ☐ The new dean of library and information resources at Southern University, Baton Rouge, La., is **Emma Bradford Perry.** ☐ Aug. 10 **Mary Reichel** became university librarian at Appalachian State University, Boone, N.C. ☐ June 26 **Florence R. Tucker** retired after serving 47 years as the associate director for support services at Detroit (Mich.) Public Library. ☐ **Carol Windorf** is the new deputy director for the Library Cooperative of Macomb in Mount Clemens, Mich. ☐ The new associate director of operations at the Georgia Institute of Technology Library, Atlanta, is **Julia Zimmerman.** ☐ **Howard Zogott** has been named head librarian of Yeadon (Pa.) Public Library.

Deaths

John Eldridge Frost, 75, librarian emeritus of New York (N.Y.) University and a noted genealogist, died July 23. ☐ **Nellie Homes,** librarian emerita at Cottey College, Nevada, Mo., and 1955–56 president of the Missouri Library Association, died July 3. ☐ **Marta A. Lange,** 37, head of the Reference Department at North Carolina State University Libraries, Raleigh, died June 8. ☐ **Edward Manney,** assistant curator of the Vivian G. Harsh Research Collection of Afro-American History and Literature at Chicago (Ill.) Public Library's Carter G. Woodson Regional Library, died June 7. Manney had been serving as president of the Chicago Chapter of the Black Caucus of the ALA when he died. ☐ **Taisa Scors,** who retired in 1991 as biological and medical sciences resource librarian at Rutgers University's Library of Science and Medicine, New Brunswick, N.J., died July 1. Scors is credited with building the library's opening day serials collection. —*Y.S.*

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A salary range is required for all job recruitment ads per guidelines of the American Library Association. "Faculty rank" and "status" should be explored carefully by applicants. ALA opposes residency requirements and loyalty tests or oaths as conditions of employment. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

ALA policy requires that organizations recruiting through ALA publications or placement services comply with ALA antidiscrimination policies. Policy 54.3 states that "ALA is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, age, physical or mental handicap, individual life-style or national origin." By advertising through ALA services, the organization agrees to comply with the policy. Direct or implied biases will be edited out of ads.

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All line/display ads received by the 5th (when *AL*'s offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. Vacancies filled after submission can be stamped until the 18th, but the advertiser will be billed for the original ad. **Late job notices** are accepted by phone or fax, as space permits, **beginning on the 10th.**

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Datebook: See rate box in section.

ConsultantBase: Appears in the January, April, June, and October issues. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads). **To reply to a box number, write:** Box (No.), % LEADS, *American Libraries.* Mark mailing envelope "Confidential."

Joblines

A listing of phone numbers and addresses for nonprofit job clearinghouses, printed as space permits. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)** The short version of Joblines most recently appeared in the April 1992 issue, page 310, and the long version appears in this issue, pages 768–769. For information about jobs at ALA, call the ALA Jobline at 312-280-2464.

American Libraries Classified Ads

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Upcoming Deadlines

Late Jobs for the November issue will be accepted, *as space and time permit,* through approximately **Oct. 20.**

The deadline for the **regular section** of the **December issue** is **Nov. 5.**

Career LEADS Express

This "early bird" version of the regular Career LEADS section, which may contain typographical errors, is mailed out approximately three weeks before the regular issue of *American Libraries.* It is available for $1 (in check or money order made out to LEADS Express) plus a stamped, self-addressed envelope with 52¢ postage. To obtain the next six issues of LEADS Express, for example, send a check or money order for $6 and six stamped, self-addressed envelopes.

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POSITIONS WANTED

AALL/MLS. REFERENCE LAW LIBRARIAN seeks position in law or other special library. Currently employed with 4 yrs.' experience. Skilled in legal and corporate research and online searching. Prefer West/Northwest location. Reply to: Box B-1188-W, % LEADS Editor, *American Libraries.*

ALA/MLIS GRADUATE, BA in computer science/history, reference/computer experience, knowledge/experience: AV, INTERNET, E-Mail Novell, Multimedia, NOTIS, CD-ROMs (bibliographic/fulltext), microcomputering applications (IBM/MAC), online searching. Read French, Spanish. Enthusiastic and creative! Seeks employment anywhere in U.S. or Canada. Contact: S. Nurse, 8 Linndale, Rd., Cambridge, ON N1S 3J7 Canada.

ALA/MLS. Administrator seeks position in public/academic library. 12+ yrs.' experience in public services, collection development, budgeting, programming, and YA/adult services. Organizational, management, and personnel skills. Will relocate for rewarding position at any level. Contact: David Conlin, 2703 Maverick Lane, Lawrence, KS 66046; 913-843-2065.

ALA/MLS (AUG. 1992), BS IN LEARNING RESOURCES AND MASS COMMUNICATIONS, seeking entry-level position in special, academic, or public library. 7 yrs.' experience in photography. Working knowledge of Spanish. Some online searching/CD-ROM experience. Willing to relocate. Contact: L. Swank, 2223 Michelle Ct., Bartonville, IL 61607-1551; 309-697-8723.

ALA/MLS (DEC. 1992) seeks career in an academic library educational media environment. MS in instructional technology. HyperCard producer for university programs. University Macintosh consultant. Teaching and graphic arts background. Experience with electronic databases and interactive video production. Strong interpersonal skills. Contact: Robert Gibson, 1403 University #2, Columbia, MO 65201.

ALA/MLS (FALL 1991) with BA in English seeks entry-level position, preferably cataloging, in academic or public library setting. Eastern U.S. or Midwest region preferred. Jennifer Lambe, 3121 Mt. Vernon Rd., Port Huron, MI 48060-1835; 313-985-5209.

ALA/MLS, GRADUATING DEC. 1992 SEEKS ENTRY-LEVEL POSITION IN GREATER CINCINNATI AREA. Experience in archives, federal documents, and nonbook cataloging. Numerous reference courses. Knowledge of French and ASL. Computer literate. Strong writing and editing skills. Please contact: B. Katz, 1121 Packard, Apt. B, Ann Arbor, MI 48104.

ALA/MLS, JD, MS, 4 yrs.' doctoral studies in planning, seeks entry-level administrative, technical services, or special projects position in academic library. Consulting, teaching, supervisory, preprofessional cataloging experience. Immediate availability. West/Southwest/Northwest location preferred. Contact: M. Banks, 2902 Cascade Dr., Ann Arbor, MI 48104-6660; 313-677-0751.

ALA/MLS (MAY 1992). MS management. 11 yrs.' business experience. Career change. Seeking an entry-level reference librarian position in an academic or special library. Possess excellent communication, organizational, and interpersonal skills. Enthusiastic, highly-motivated. Available immediately. Willing to relocate. Reply to: Box B-1186-W, % LEADS Editor, *American Libraries.*

ALA/MLS, MEd, BA. Computer literate, multilingual, good reference skills. Needs suitable academic or public library position. Eastern U.S. preferred. 704-376-9315.

ALA/MLS SEEKS POSITION AS YOUTH SERVICES LIBRARIAN OR SCHOOL MEDIA SPECIALIST in California Bay area. Professional experience as public librarian and certified in school media. Strong background in programming, public relations, and bibliographic instruction. Reply to: Box B-1192-W, % LEADS Editor, *American Libraries.*

ALA/MLS, SPECIALIST IN CHILDREN'S SERVICES, seeks entry-level position in Southeast. Has experience as classroom teacher, daycare director, and library paraprofessional. Reply to: Box B-1194-W, % LEADS Editor, *American Libraries.*

CALIFORNIA, EXPERIENCED LIBRARIAN RELOCATED. Public, academic, medical, special libraries, 15+ yrs.' professional/management experience. Reader services, acquisitions, automation, online, multilingual collections, promotion and marketing experience. Spanish and French. Consider any position, convenient location. Contact: Barbara Hall, 1300 Park Newport, #310, Newport Beach, CA 92660; 714-760-1822.

CORRECTIONAL INSTITUTIONAL POSITION WANTED. Librarian with MLS, already working with maximum security inmates in current position. 904-385-0314.

EXPERIENCED CORPORATE LIBRARIAN seeks new position in the Columbus, Ohio, area, ALA/MLS. 8 yrs.' experience as the corporate physical science and engineering librarian. BA in biology with a minor in chemistry. Contact: Janice York, 5838 Scenic Edge Blvd., Dublin, OH 43017; 614-792-5273.

EXPERIENCED REFERENCE LIBRARIAN wants to return to California. Public library background, but will consider academic libraries. Working knowledge of Spanish. Reply to: Box B-1178-W, % LEADS Editor, *American Libraries.*

EXPERIENCED SCIENCE REFERENCE LIBRARIAN. Must relocate to Massachusetts. ALA/MLS, BS in biology. 5 yrs.' experience in reference, collection development, online searching, and BI. 3 yrs.' experience supervising chemistry branch library. Seeks position in academic, special, or medical library. Reply to: Box B-1152-W, % LEADS Editor, *American Libraries.*

EXPERIENCED, WITH 10 YEARS IN BUSINESS REFERENCE, ACQUISITIONS, AND ILL. Seeking full-time position near ALA-accredited MLS program. Bachelor's degree in marketing with minor in English. Will relocate. Extensive training in the Dynix library automation system. Let me grow with you. James J. Laferla, 3716 Dodge St., #6, Omaha, NE 68131-3143; (H) 402-342-3201; (W) 402-444-4857.

GREATER SEATTLE, WASH., AREA. ALA/MLS (DEC. 1990). One year experience as the reference librarian in a public library. Currently working as the head librarian in a small college. Bilingual in Russian and English, some knowledge of German. Computer literate. Seeking position in public, academic, or special library. Reply to: Box B-1176-W, % LEADS Editor, *American Libraries.*

JAN. 1993 ADULT SERVICES LIBRARIAN, ALA/MLS, BS, secondary education, archival certification, 2 yrs.' comprehensive library management in 4 yr. academic library. Experience includes: Personnel management, budget, serial and monograph selection, committee experience with both campus faculty and library cooperative. OCLC, CD-ROMs, bibliographic instruction, highly motivated. Contact: Michael J. Wrona, 27500 Dequindre, Warren, MI 48092-5209; 313-558-8700.

MOTIVATED, FLEXIBLE LIBRARIAN SEEKS STIMULATING POSITION IN ATLANTA, GA., AREA. Will consider other southeast regions. Supervisory (faculty, paraprofessional) and teaching experience (cataloging, BI); current major ALA chair. Excellent humanities, Ivy league, major state university background. Prefer cataloging manager position, but interested in creative, service-oriented atmosphere with shared responsibilities. Reply to: Box B-1190-W, % LEADS Editor, *American Libraries.*

MSLS/1990 GRADUATE seeks position in a special library setting, including but not limited to equines, agriculture, maritime science, environmental protection, or USDA. BS in animal science. U.S. Coast Guard endorsed. One yr. professional experience in land grant university reference department. Special enthusiasm for a special needy public. Reply to: Box B-1162-W, % LEADS Editor, *American Libraries.*

PROFESSIONAL LIBRARIAN. 12 yrs.' various library experience. Strong general reference background. Special interests: History, social sciences, humanities, government documents, genealogy. Seeks adult reference, entry-level position in public or academic library. Enthusiastic, adaptable, resourceful. Patron is my top priority. Can offer experience in: Bibliographic instruction, programming, collection development/maintenance, computers/CD-ROMs, supervision, etc. Reply to: Box B-1164-W, % LEADS Editor, American Libraries.

REFERENCE LIBRARIAN IN SEARCH OF POSITION in large public or academic library. Has MILS degree from the University of Michigan. Non-smoking environment required. Will relocate anywhere if job is right. Some language training. Reply to: Box B-1154-W, % LEADS Editor, *American Libraries.*

POSITIONS OPEN

ACADEMIC LIBRARY

ACQUISITIONS LIBRARIAN. Mississippi State University Libraries seeks applications for an acquisitions librarian. MLS degree from an ALA-accredited program and experience with automated systems are required. Working knowledge of AACR2 and LC, demonstrated communications skills, and the ability to effectively interact with faculty and colleagues necessary. Experience with an automated acquisitions system desired. Knowledge of gifts and exchange procedures and experience with OCLC preferred. Position is one of 2 FTE faculty reporting to coordinator, acquisitions services. *DUTIES INCLUDE* participation in planning and implementation of policies and procedures for acquisitions and serial services. Assists with monographs/serials acquisitions, including preorder searching, ordering, receiving, and approving invoices for payment. Direct responsibility for gifts and exchange unit. Trains and supervises small classified staff and student assistants. Faculty rank, privileges and responsibilities, tenure-track, 12-month appointment; retirement plan options including state and/or other plans; comprehensive medical insurance coverage; 18 days' annual leave; 12 days' health care leave per year, plus most university holidays. Salary dependent on qualifications and/or experience. Instructor rank: $21,000-$23,000. Assistant Professor rank: $23,500-$25,750. **Send by Oct. 30 letter of application, resume, and the names, addresses, and telephone numbers of 3 work references** to: **Frances Coleman, Associate Director, Mississippi State University Libraries, POB 5408, Mississippi State, MS 39762.** Applications received thereafter will be considered if the position is still open. Mississippi State University is an AA, EEO employer.

AUTOMATION LIBRARIAN, with additional responsibilities in cataloging and reference (new position). The University of St. Thomas, a Catholic university centrally located in Houston's museum district, invites applications for the position of automation librarian to serve as liaison to Dynix, Inc., the library's automated system vendor. *RESPONSIBILITIES INVOLVING AUTOMATION INCLUDE:* Implementation (spring 1993) and maintenance of a Dynix system, procurement of equipment, and training and technical assistance to the library staff. *ADDITIONAL RESPONSIBILITIES INCLUDE:* Assisting with original and copy cataloging as needed. After initial implementation, the position will require reference desk shifts and assisting with bibliographic instruction. *QUALIFICATIONS:* An MLS from an ALA-accredited program and experience with AACR2 cataloging techniques, MARC format, LCSH, LC classification, and OCLC PRISM. Experience in managing an integrated library system preferred. Annual salary: $25,000 minimum, for a 12-month, tenure-track appointment at the Assistant Professor rank, available Jan. 1, 1993. **Review of applications will begin Nov. 1.** Send letter of application, resume, and 3 letters of reference to: **James Piccininni, Library Director, Doherty Library, University of St. Thomas, 3800 Montrose Blvd., Houston, TX 77006.** Women and minorities are encouraged to apply. EOE.

Old Dominion University Library
Assistant University Librarian for Public Services

Provide creative leadership in planning, developing, and administering all phases of public services for research and instructional programs. Communicate with faculty and students regarding library's services and collections. Represent the library to appropriate segments of the larger professional community. Division includes access services, art and music branches, government publications, and reference functions.

QUALIFICATIONS: MLS from an ALA-accredited program. Minimum 5 yrs.' progressively responsible managerial experience in a university with research orientation and broad functional experience. Evidence of success as a manager and leader. Understanding of academic and scholarly processes, automated public access systems and library networks, and current developments in university libraries. Evidence of serious commitment to librarianship through personal record of educational, scholarly, and professional achievement. Strong service orientation.

Salary: $50,000 minimum. **Send letter, resume, and list references by Nov. 15** to:

Jean A. Major, University Librarian
Old Dominion University
405 University Library
Norfolk, VA 23529-0256
804-683-4141

Old Dominion University is an affirmative-action, equal-opportunity employer and requires compliance with the Immigration Reform and Control Act of 1986.

Southeastern Louisiana University
Sims Memorial Library
Hammond, Louisiana
Head of Reference Services

Sims Memorial Library at Southeastern Louisiana University seeks a creative leader in reference and information services to manage a department of 2 librarians, 2 support staff, 3½ graduate assistants, and several student workers. *PRIMARY RESPONSIBILITIES INCLUDE* planning and developing effective methods of serving and educating users, management of reference and automated research, and development of the reference collection. Service areas include the reference and information desk, a CD-ROM Novell LAN installation, online database searching, bibliographic instruction, and interlibrary loan. Reports to the director of the library. Sims Memorial Library is a NOTIS library with the acquisitions, cataloging, OPAC, and circulation modules implemented.

QUALIFICATIONS: REQUIRES an MLS from an ALA-accredited program; substantial professional experience in academic libraries; extensive knowledge of reference sources and demonstrated ability to provide effective leadership in a climate of change; strong supervisory, interpersonal, and oral/written skills; and familiarity with the use of microcomputers.

12-month, tenure-track position. Librarians hold faculty status and are expected to meet stated performance requirements for scholarship and service. Salary dependent on qualifications and experience; range is $30,000-$35,000.

Applications will be reviewed beginning Nov. 1 and continue until position is filled. Send letter of application and resume with the names, addresses, and phone numbers of 3 references by Oct. 31 to: **Landon Greaves, Director, Sims Memorial Library, PO Drawer 896, SLU, Hammond, LA 70402.**

CATALOGER, ASSISTANT OR SENIOR ASSISTANT LIBRARIAN (12-month, tenure-track). Salary: Minimum $23,400. Excellent benefits. *REQUIRED:* Accredited MLS and a working knowledge of AACR2, LC classification/LCSH, and OCLC. Knowledge of local automated systems preferred. Position includes cataloging monographs and serials for input into OCLC and LS2000. Will participate in night/weekend public service rotation. **Review begins on Nov. 2.** Send resume with cover and the names of 3 references to: **Grace Jones, 301B Netzer Administration Building, State University College, Oneonta, NY 13820-4015.**

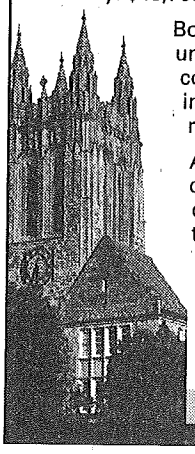
CATALOGING LIBRARIAN. Gordon College, a residential college of the liberal arts and sciences which is distinctively Christian in its coeducational philosophy and mode of operation, seeks applicants for a cataloging librarian. *RESPONSIBLE FOR* the development and implementation of policies and systems for the effective cataloging of the library resource materials of the college and the supervision and training of cataloging assistants. MLS degree required; second master's in subject field preferred. Minimum 2 yrs.' professional library experience in cataloging using AACR2, LCSH, and OCLC. Automated cataloging experience

Associate University Librarian for Automation and Technical Services

Plans and administers technology services within the main library and is responsible for the automation program system-wide. Participates in campus-wide planning for enhanced use of technology and telecommunication; serves as primary liaison to campus Information Technology staff. Manages technical services and systems operations through 3 department heads, 8 professionals and 30 staff members. Administers the current NOTIS and Faxon systems for all University Libraries and implements future automation projects. Provides leadership in planning for effective use of new technology and telecommunication opportunities. Participates in general library administration through planning, goal setting, budgeting, and committee service.

Requires an ALA-accredited MLS with a minimum of 5 years' progressively responsible administrative experience in an academic library. Comprehensive knowledge of technical services and a strong background in telecommunications and university computer applications; demonstrated ability in the implementation and management of automated library systems. Excellent communication skills, evidence of successful project management, ability to work in an innovative dynamic environment; and a strong commitment to public services and staff development are also required. Experience at the department level in technical services is strongly preferred. Evidence of active contribution to the library profession is highly desirable.

Salary: $43,700+, depending on qualifications.



Boston College, a co-educational Jesuit University of 9,000 undergraduates and 5,000 graduate and professional students, is committed to the ideal of excellence and service to others. Benefits include twenty-two days' vacation, tuition remission, and a wide range of insurance programs.

Applications received before November 20, 1992, will receive first consideration. To apply, send two copies of both a resume and cover letter along with the names and telephone numbers of three references to: **Richard Jefferson, Director of Employee Relations, Department of Human Resources, Boston College, More Hall 315, Chestnut Hill, MA 02167.** An Equal Opportunity/Affirmative Action Employer.

BOSTON COLLEGE

A Jesuit University

and familiarity with integrated library systems preferable. Salary range $30,000-$32,000. Please send letter of application and resume to: **Nancy Anderson, Director of Personnel, Gordon College, 255 Grapevine Rd., Wenham, MA 01984.**

CATALOGING LIBRARIAN, University Libraries, University of the Pacific. *RESPONSIBILITIES:* Reports to the technical services librarian; trains, supervises, and coordinates activities of catalog department staff of 2.5 FTE and student assistants; responsible for all cataloging of library materials through OCLC and maintenance of catalog records in local database; develops policies and procedures for the catalog department and participates in discussions of library policies; and general reference, bibliographic instruction, and collection development responsibilities as assigned. *QUALIFICATIONS:* MLS from an ALA-accredited program. *REQUIRED:* Knowledge of AACR2rev., LC classification schedules, LCSH; demonstrated supervisory and problem-solving skills; listening, oral, and written communication skills; proven ability to work independently and cooperatively with patrons, colleagues, and staff; creative approach to development of new services; and commitment to library service and the profession. *Preferred:* Varied cataloging experience; work with OCLC services, including nonbook formats (AV, music scores, recordings, manuscripts, etc.); experience with library automation; and knowledge of foreign languages. Recent graduates are encouraged to apply. Rank, salary: Appointment at the rank of Assistant Professor. Salary from $21,500 minimum. Librarians are expected to meet university tenure and promotion requirements. 24 days' vacation, 11 holidays, TIAA/CREF, and generous benefits. Applications: **Applications will be accepted until the position is filled but those received by Oct. 21, will receive first consideration.** Send letter of application, resume, and the names, addresses, and phone numbers of 3 current references to: **Jean Purnell, Interim Dean of Libraries, University of the Pacific, University Libraries, 3601 Pacific Ave., Stockton, CA 95211.** Equal-opportunity, affirmative-action employer. We encourage women and ethnic minorities as well as other qualified persons to apply.

COORDINATOR, REFERENCE/INFORMATION DESK, Assistant Professor (tenure-leading), central reference services, starting Jan. 4, 1993. 1) Daily supervision of the reference/information desk, which includes the following: reference/information desk duty (including nights and weekends), desk scheduling, supervision of paraprofessionals and student assistants, and handling of reference correspondence; 2) Training of personnel assigned to desk duty; 3) Encouraging the use of electronic reference services; 4) Reference collection development and maintenance; 5) Liaison with academic departments, depending upon education and/or experience and needs of the department; and 6) Participation in library committees and task forces. *REQUIRED:* MLS from an ALA-accredited library program and a minimum of 2 yrs.' professional experience in an academic or research library. Degree or relevant experience in the humanities or social sciences. Excellent communication skills (oral and written) essential. *Preferred:* Experience in supervision, collection development, online searching, and reference in the humanities/social sciences. $26,000 minimum for a 12-month contract. Salary may be higher depending upon qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Nov. 15** to: **Kent Hendrickson, 106 Love Library, University of Nebraska-Lincoln, Lincoln, NE 68588-0410.** The University of Nebraska-Lincoln is committed to a pluralistic campus community through affirmative-action and equal-opportunity and is responsive to the needs of dual career couples. If you require a reasonable accommodation in order to apply or interview for this position, please call 402-472-2526.

DIRECTOR, LIBRARY/MEDIA CENTER. 12-month position. *REQUIRES:* MLS from an ALA-accredited program and one yr. administrative experience in library direction or administration. Salary: $56,306-$68,592. **Preference will be given to applications received by Oct. 23.** For application materials call: **Human Resources, Palomar College (North San Diego County): 619-744-1150, ext. 2247.** EO, AAE.

DIRECTOR OF LIBRARY SERVICES. Assumption College invites applications and nominations for the position of director of library services. The position: The director of library services is responsible for the overall functioning of the library and the media center and reports to the vice president for academic affairs. He/she formulates and administers policies and regulations for all operations of the library and has oversight responsibility for the media center, is responsible for the automation of the library, and insures the effective delivery of electronic services. He/she is responsible overall for the acquisition and dissemination of library materials, prepares the annual budget, and oversees expenditure of funds. He/she promotes library resources and services to the college community. *PREFERRED QUALIFICATIONS:* An earned doctorate is preferred. *MINIMUM QUALIFICATIONS ARE* an MLS from an ALA-accredited program; a second master's degree; substantial administrative experience; effective communication and interpersonal skills; experience with fiscal management; knowledge of and commitment to innovative technology; and a record of professional achievement. *MUST BE* knowledgeable about issues in higher education and committed to the mission of a Catholic liberal arts college. The college: Assumption College, founded in 1904 and sponsored by the Augustinians of the Assumption, is an independent, coeducational, Catholic liberal arts college with an undergraduate college that offers 23 majors in liberal arts and preprofessional programs. Graduate degrees are offered in 5 areas, and a variety of certificate and degree programs in continuing education are available. The D'Alzon Library, opened in 1988, currently houses a collection of more than 180,000 volumes and subscribes to approximately 1,150 journals. Also available are mate-

rials on microfilm, microfiche, and microcard. Access to other resources is available through local, regional, and national library networks. The college is located on a beautiful 150-acre campus in a residential section of Worcester. The city, the second largest in New England and located approximately one hour west of Boston, boasts a consortium of 10 colleges and universities, an outstanding art museum and civic center, the American Antiquarian Society Library, and many other attractions. Application procedure: **Closing date for applications is Nov. 6.** Starting date is negotiable. Salary is in the mid-$40s, commensurate with experience and qualifications, and includes excellent fringe benefits. Application should include a personal letter of interest, a current resume, and the names, addresses, and telephone numbers of at least 3 professional references. Correspondence should be addressed to: **Mary Lou Anderson, Dean of Graduate Studies and Continuing Education, Chair, Search Committee, Assumption College, 500 Salisbury St., Worcester, MA 01615-0005.** Assumption College is an equal-opportunity employer.

DOCUMENTS, MAPS, AND MICROFORMS REFERENCE LIBRARIAN. Opportunity for resourceful librarian in reference and instructional services in Wyoming's largest U.S. depository collection. Maintains electronic databases and assists with integration of document bibliographic records into the online catalog. Some evening and weekend hours. Librarians hold faculty status with expectations for scholarship and service. *REQUIRED:* MLS degree from an ALA-accredited program or an acceptable equivalent combination of education and experience. *Preferred:* Minimum one yr. professional library experience, one yr. experience in documents/maps/reference service, plus knowledge of electronic databases and catalogs. Minimum salary $22,500. **Preference will be given to applications received by Nov. 4.** To apply, send resume and the names of 3 professional references to: **Bonnie Johnson, Assistant Director of Administrative Services, University of Wyoming Libraries, POB 3334, Laramie, WY 82071.** EEO, AA.

GOVERNMENT PUBLICATIONS LIBRARIAN. An **entry-level** tenure-track position reporting to the head of the government publications library. *DUTIES INCLUDE* reference service for the government publications collection, collection development for foreign and state government publications, bibliographic instruction, and computer-based reference service. The University of Colorado at Boulder is a regional depository for federal documents and is also a depository for the United Nations, European communities, GATT, and the state of Colorado with extensive holdings for other international organizations and foreign and state governments. *REQUIREMENTS:* Master's degree from an ALA-accredited program, with coursework or training in computer database searching; effective oral and written communications skills; a strong commitment to public services; strong interpersonal skills; and potential for research and scholarly/professional achievement. *Desirable qualifications:* Library school coursework in government publications; experience in a government publications collection in higher education; demonstrated experience in computer database searching; and demonstrated experience with personal computers, CD-ROMs, electronic bulletin boards, and the INTERNET. Salary: $25,500. Preference for this 12-month tenure-track appointment will be given to candidates at the Assistant Professor rank, but candidates at all levels will be considered. Faculty perquisites include support for scholarly/professional activities, TIAA/CREF, and liberal vacation and sick leave benefits. **Applications deadline: Nov. 1.** Send letter of application addressing qualifications for the position, resume, and names, addresses, and telephone numbers of 3 references to: **Joan S. McConkey, Associates Director for Administrative Services, University Libraries, Campus Box 184, University of Colorado at Boulder, Boulder, CO 80309-0184.** The University has a strong commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

GOVERNMENT PUBLICATIONS REFERENCE/ELECTRONIC RESOURCES LIBRARIAN. The University of Pittsburgh Hillman Library is seeking a creative, flexible, energetic librarian who possesses special knowledge of federal and U.N. government publications, who is committed to providing excellent public services, and is interested in working in a diverse university environment. *QUALIFICATIONS:* An MLS from an ALA-accredited library school program or equivalent. Experience in a reference service, including government publications, is required. U.S. citizenship or legal right to work in the United States. Rank of appoint-

Authority Control/Catalog Librarian

RANK: Assistant Professor or higher (renewable fixed-term appointment). *DUTIES AND RESPONSIBILITIES:* Early career position. Under the general supervision of the head, catalog department, is responsible for name, subject, and series authority control, including creation of policies and development of procedures to utilize the features of an INNOPAC system. Performs original cataloging and difficult copy cataloging for monographs in a team cataloging environment. Supervises 2.0 FTE classified staff and .5 FTE student assistants. In cooperation with other faculty catalogers, plays an active role in the planning, oversight, and implementation of the library's objectives in bibliographic control. May serve on library and university committees, participate in library instruction and collection development programs, and perform special projects and other related duties as appropriate. *QUALIFICATIONS: REQUIRED:* MLS degree from an ALA-accredited program; minimum 2 yrs.' professional cataloging experience in an academic library; reading knowledge of at least one Western European language; demonstrated interest in and understanding of the principles and processes of authority and bibliographic control, and the application of technology to them; excellent oral and written communication skills; ability to work effectively with all levels of staff; and potential to excel in a dynamic and challenging academic library environment. *Desirable:* Experience in applying principles of authority control in an automated environment and additional language skills. Salary: $24,000 minimum for 12-month appointment. Appointment beyond the minimum level will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross/Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates. **Application deadline: To be fully considered, applications must be received by Nov. 20.** To apply: Send cover letter, resume, and the names, addresses, and telephone numbers of 4 references to: **Ms. Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-346-1895; fax: 503-346-3094.** The University of Oregon Library is an ARL library with current holdings of approximately 2 million volumes and approximately 19,500 serials subscriptions. The library's INNOPAC system includes fully operational catalog, acquisitions, serials control, and circulation modules, as well as expanded academic index. A major retrospective conversion project is under way, as well as implementation of the INNOPAC CJK and materials booking modules. The library is a member of OCLC and makes a variety of online databases and CD-ROM databases available to patrons. The Knight Library is undergoing a building expansion and renovation, which will be completed by 1993.

The University of Oregon is an equal-opportunity, affirmative-action institution committed to cultural diversity. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

Post-Graduate Residency in Library and Information Science

The Smithsonian Institution Libraries (SIL) offers a post-graduate residency for one year, beginning Feb. 1, 1993. The program is designed to enhance the cultural diversity of SIL staff and extend the resident's formal education by providing practical professional work experience in a research library, training appropriate for a beginning professional, and exposure to bibliographic resources in the Washington, D.C., metropolitan area.

The program is open to librarians/information professionals who hold or show evidence of the imminent award of a master's degree from a library science program accredited by the American Library Association.

Grade and salary: 1S-1410-9, $26,798 per annum. The program receives funding from the James Smithson Society.

Applicants will also be required to submit a curriculum vitae, and an essay explaining his or her interest in research library or museum library work. **Deadline for applications is Nov. 1.** For more information and applications forms write to: **Post Graduate Residency, Smithsonian Institution Libraries, NHB 24, Mail Stop 154, Washington, DC 20560.**

The Smithsonian Institution is an equal-opportunity employer.

Circulation Department Head
Donald O. Rod Library
The University of Northern Iowa

The University of Northern Iowa seeks a creative and dynamic, service-oriented librarian to become head of the circulation department. The department head manages the library's circulation desk, photocopy center, stacks maintenance, reserves, interlibrary loan, and microform services; is responsible for building safety and security during the 106 hours/week that the library is open; and supervises 14 staff members (11.5 FTE) and 18.5 student assistant FTE. The circulation department is one of 3 departments in the access services division (which includes acquisitions and cataloging). The circulation department head, in cooperation with the assistant director for access services, is responsible for the continuing development of the online circulation system; is a member of the library administrative council; and works closely with other department heads to plan, implement, and coordinate library programs and policies.

REQUIREMENTS: Master's degree in library science from an ALA-accredited program and a second master's degree or doctorate. Minimum 5 yrs.' post-MLS experience in an academic or research library, with a minimum 3 yrs.' relevant experience in circulation, interlibrary loan, or reserve services. Previous experience must have included management of a multi-person library unit and direct supervision of staff. *Also required are* a thorough knowledge of circulation operations and emerging trends in access services within academic libraries; a proven record of a strong commitment to public service and excellent communication skills; and proven competencies in planning, leadership, and creative problem-solving. The successful candidate must be able to provide strong leadership in motivating, developing, and working harmoniously with departmental staff. A record of professional involvement and scholarly activity is required for tenure.

Preferred: Experience with an automated system (particulary with a circulation module of an integrated system) and familiarity with interlibrary loan policies and procedures, with resource-sharing programs, and with microforms services.

Salary: $40,000-$45,000 range, with comprehensive benefits, including TIAA/CREF. Rank commensurate with credentials and experience; full-time, tenure-track. Position available now.

UNI is a comprehensive, rapidly growing university with an enrollment of 13,500. It is located in a metropolitan area of 150,000 offering a high quality of life and a low cost of living. The Donald O. Rod Library has a collection of 719,000 volumes, over 500,000 microforms, and 250,000 documents. There are 58.5 staff members (FTE) and 36.5 student assistant FTE. The library's Innovative Interfaces integrated system was implemented in 1989.

Review of applications will begin upon receipt and continue until an appointment is made. Applications received prior to Oct. 26 will be given first consideration. Send letter of application, resume, and names, addresses, and telephone numbers of 3 professional references to: **Marilyn Mercado, Chair, Circulation Dept., Head Search Committee, Donald O. Rod Library, University of Northern Iowa, Cedar Falls, IA 50614-3675.**

The University of Northern Iowa is an equal-opportunity educator and employer with a comprehensive plan for affirmative-action.

ment as a faculty librarian will be commensurate with qualifications. Salary: Negotiable, minimum $25,000. Comprehensive benefits package. **Applications must be received in writing, including 3 letters of recommendation, no later than Nov. 15.** Address reply to: **Secretary, Search Committee, Government Publications Reference Librarian, 271 Hillman Library, University of Pittsburgh, Pittsburgh, PA 15260.** The University of Pittsburgh is an affirmative-action, equal-opportunity employer.

HEAD, LC COPY CATALOGING UNIT. Georgia State University Library invites applications for this tenure-track, faculty status position in the catalog department. An online catalog and integrated online circulation system and acquisitions system (PALS) are in place. Retrospective conversion of bibliographic records for serials is complete and for monographs is in progress. Library of Congress classification and subject headings are used. Librarians participate in university and professional activities including research and publication. *RESPONSIBILITIES:* training and supervision of 5 library assistant IIIs who have responsibility for the work at the OCLC and circulation terminals, the cataloging of monographs with LC AACR2 copy, and retrospective conversion of older monographs; preparation of training materials for the unit; planning new procedures and formulation of standards of cataloging quantity and quality; and cataloging of new titles as time permits. *QUALIFICATIONS:* Master's degree from an ALA-accredited program, 2 yrs.' experience cataloging in a library using OCLC or RLIN, and strong organizational, communication, and interpersonal skills are required. Supervisory experience is preferred. Experience with item records for an online circulation system is preferred. Demonstrated interest in professional and research activities is important. Salary: $25,000-$28,000. Faculty rank. Available Jan. 1993. **Review of applications will begin Nov. 6.** Send letter of interest, resume, and the names and telephone numbers of current and former supervisors to: **Dianne M. Smith, Library Personnel Officer, Georgia State University Library, 100 Decatur St., S.E., Atlanta, GA 30303-3081; 404-651-2172.** An EEO, AA employer. (32696)

HEAD LIBRARIAN, Graduate School of Public and International Affairs/Economics Library. The University of Pittsburgh seeks a dynamic and creative librarian to lead the client-centered services of the GSPIA/Economics Library, a physically distinct unit within the university library system specializing in the social sciences. This library services the entire university community but is the major information service point for the faculty and students of both the graduate school of public and international affairs and the department of economics. This position participates in and directs all information services, collection development, library instruction, faculty liaison, and administrative services for this unit. *QUALIFICATIONS REQUIRED:* Master's degree in library science from an ALA-accredited program, research library experience, and U.S. citizenship or legal right to work in the United States. Salary commensurate with experience, minimum $27,000. **Applications must be received in writing, including a resume and 3 letters of recommendation, no later than Nov. 15.** Address queries and/or reply to: **Secretary, Search Committee, Head GSPIA/Economics Library, 271 Hillman Library, University of Pittsburgh, Pittsburgh, PA 15260.** The University of Pittsburgh is an affirmative-action, equal-opportunity employer.

LIBRARY CATALOGER, systems and operations department, coordinator for bibliographic control (all formats). *RESPONSIBILITIES:* Leadership, direction, documentation, and training for a team of librarians, staff, and students using OCLC and PALS in a highly automated environment for original and copy cataloging, retrospective conversion, and catalog maintenance. *REQUIRED:* MLS or equivalent from a library/information science program accredited by the ALA and 2 yrs.' cataloging experience with increasing supervisory responsibility. *THE SUCCESSFUL CANDIDATE* will need experience with AACR2 rev., LC classification, LCSH, and multiple MARC formats. *Preference will be given* to those with relevant experience and/or subject area degrees. Ferris State University is a polytechnic university of 12,400 with programs ranging to doctorate degrees, situated in Big Rapids, a community of 15,000, 50 miles north of Grand Rapids, Michigan's second largest metropolitan area. The library has a staff of ca. 75, a budget of over $2 million, and collections of ca. 1.5 million bibliographic units. Appointment at the Assistant Professor level. Salary dependent on qualifications (minimum $28,000). **Apply by Nov. 13** with letter, resume, and 3 references to: **Rick Bearden, Timme Library, 901 S. State St., Ferris State University, Big Rapids, MI 49307. A full job description is available by calling 616-592-2055.** FSU is an EO, AAE.

LIBRARY DATABASE SPECIALIST (Position No. 3GG14). The College Center for Library Automation (CCLA) is seeking an innovative professional with automation experience to coordinate bibliographic database development for LINCC, the Library Information Network for Community Colleges. LINCC is a 950-terminal centralized system with a shared database expected to exceed one million bibliographic records and 6 million items. CCLA is implementing LINCC as a statewide project for the 28 Florida Community Colleges and their 60+ associated libraries, using Data Research Associates (DRA) software. *ESSENTIAL FUNCTIONS:* This multi-faceted position coordinates the preparation of library bibliographic, authority, and holdings data for merging into LINCC's union database. Activities include data acquisition, evaluation/analysis, testing, scheduling, and specifications development. Interacts frequently with participating libraries, vendors, and CCLA staff to accomplish responsibilities. Plans for data-

base enhancements/growth to support DRA applications software. Provision of ongoing database management, the development of online/offline procedures to maintain database integrity, and working with CCLA staff and participating libraries to define and implement database quality standards are additional functions of this position. *TRAINING AND EXPERIENCE:* MLS from an ALA-accredited program, 2 yrs.' professional library-related experience as a cataloger or bibliographic database manager, and a background in using an automated bibliographic utility are required. One yr. experience with a mainframe library automated system is also a requirement and DRA experience is highly desirable. *Other requirements include:* Position requires a knowledge of MARC formats, AACR2; familiarity with previous cataloging codes desirable. Knowledge trends and issues in automated bibliographic control and access. Knowledge of reports generating software and personal computers is desirable. Ability to communicate effectively verbally and in writing, work with users of varying technical expertise, and perform time-sensitive and complex tasks within a dynamic team environment. Salary: Minimum of $30,000, commensurate with training and experience. **Postmark deadline: Oct. 30. Application deadline: Nov. 2.** To apply: *Obtain mandatory employment application* from: **Personnel Office, Tallahassee Community College, 100 Administration Building, 444 Appleyard Dr., Tallahassee FL 32304-2895; 904-922-8104; TDD: 904-488-9239.** *Resumes are supplemental to application.* If reasonable accommodations are needed for the applicant process, please notify personnel by Oct. 26. Preference in initial appointment will be given to veterans and spouses who are eligible under the Veterans' Preference Law. An equal-opportunity, affirmative-action employer. Equal opportunity will be afforded regardless of race, color, religion, national origin, political affiliation, age, an individual's disability, sex, or marital status. Only United States citizens and aliens authorized to work in the United States will be eligible for hire.

PROCESSING ARCHIVIST, University of Georgia Libraries. *DUTIES:* The Richard B. Russell Memorial Library is a department within the University of Georgia Libraries which reports to the director of libraries and which functions as a center for the study of recent Georgia politics in both the state and the nation. Although the papers of the U.S. Sen. Richard B. Russell are the cornerstone of the library, acquisitions include the papers of other 20th century political figures, such as former U.S. Secretary of State Dean Rusk. The Russell Library staff consists of the department head, 2 archivists, and 2 other staff and is responsible for the acquisition, preservation, and processing of permanent historical records according to archival standards and procedures and for providing reference assistance to a variety of patrons. The processing archivist is a member of the libraries' faculty and reports to the head of the Russell Library. *QUALIFICATIONS:* Master's degree and ACA archival certification (we will accept applications from individuals who plan to take the Sept. 1992 certification examination) or an MLS from an ALA-accredited program with archival concentration, preferably with 2 yrs.' experience in an archival setting; strong organizational ability; working knowledge of historical research methodology and experience with standard bibliographic tools; effective oral and written communication skills; and the ability to establish and maintain effective working relationships with co-workers, donors, and patrons. Experience with computer applications for archival collections is desired. Previous supervisory experience is desired. Benefits: Standard benefits package includes life, health, and disability insurance; mandatory participation in the state or optional retirement system; and 21 days' annual leave, plus 12 paid holidays. Salary minimum: $22,800. Adjustments may be made commensurate with experience. **Application procedure: Send letter of application by Nov. 6, including a resume and the names of 3 references,** to: **Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Head, Cataloging Department
Southeastern Louisiana University

RESPONSIBLE FOR the daily operation of the cataloging department, including examination and documentation of policies and procedures in an automated environment. Sets goals and establishes priorities and workflow. Supervises original and copy cataloging, database maintenance, recon project, and online authority work. Coordinates procedures relating to other departments.

The department is responsible for cataloging of monographs, serials, AV, music, computer files, and selected government documents. Sims Memorial Library is a NOTIS library with the acquisitions, cataloging, OPAC, and circulation modules implemented. The department head supervises 2 professionals, 3 paraprofessionals, and student workers, and reports to the assistant director for technical services.

QUALIFICATIONS: Accredited MLS, extensive knowledge of and experience with AACRs, LCSH, LC and Dewey classification, and OCLC. *THIS POSITION REQUIRES* 3-4 yrs.' progressively responsible supervisory and cataloging experience at the professional level; demonstrated communication and training skills; experience in the management or maintenance of an online public access database; and familiarity with the use of microcomputers.

12-month faculty position. Assistant Professor, tenure-track. Salary dependent on qualifications and experience; range $30,000-$35,000. Position open until filled.

Send letter of application and resume with the names, addresses, and phone numbers of 3 references to:

Kim Justice
Sims Memorial Library
Southeastern Louisiana University
PO Drawer 896
Hammond, LA 70402

PROFESSIONAL LIBRARIAN — NOTIS/CATALOGER (a 12-month position), Kean College of New Jersey. DESCRIPTION: Coordinate technical services planning and implementation for NOTIS and other library computer information systems. *Additional responsibilities:* cataloging, reference (possibly nights and/or weekends), instruction in collection use, and bibliographic assistance. *QUALIFICATIONS:* MLS plus second master's in job-relevant area; minimum 5 yrs.' professional library experience (alternatives to second master's: ABD status or 5 additional yrs.' professional library experience); working knowledge of OCLC; and effective supervisory skills. Title: Librarian I, tenure-track as Assistant Professor. Beginning salary: $35,090-$40,356, depending upon background and experience. **Application: Candidacy review began Sept. 30 and it will continue until an appointment is made.** Send resume and the names, addresses, and telephone numbers of 3 references to: **Barbara Simpson, Director of Library Services, Kean College, Morris Ave., Union, NJ 07083.** Kean College is an equal-opportunity, affirmative-action employer.

RECON CATALOGER FOR SLAVIC MATERIALS. The Center for Research Libraries, a major research and ARL library, seeks a recon cataloger for Slavic materials. CRL holds 4 million volumes and 1.5 million microforms with internationally recognized collections in technology and foreign language materials. Position involves original cataloging of a variety of materials in both hard copy and microform in the languages of the former Soviet Union and other Eastern European languages. *QUALIFIED CANDIDATES WILL HAVE* an MLS from an ALA-accredited library school program; thorough knowledge of the Russian language; some knowledge of Russian and East European publishing practices; and considerable experience in MARC tagging and knowledge of bibliographic utilities (e.g., OCLC). Prior cataloging and online cataloging database experience is mandatory. We offer an excellent benefit package and a minimum salary of $22,800 (higher dependent on experience and qualifications). This is a contract position funded for Oct. 1, 1992 through Sept. 1993, and renewable only if additional funding is obtained. Applications accepted until position is filled. Send letter of application, including salary requirements, resume, and list of 3 references to: **Personnel, CRL, 6050 S. Kenwood Ave., Chicago, IL 60637.**

REFERENCE LIBRARIAN. As part of a team, provides reference, bibliographic instruction, and online services. Manages CD-ROM and online reference services. Acts as collection development liaison to academic department(s). Participates in committee work. Some evening and weekend hours. *QUALIFICATIONS:* Seeking a dynamic, highly motivated, and flexible professional with a demonstrated commitment to user services. ALA/MLS with a minimum 5 yrs.' experience with information services in a library. Subject background in arts, humanities, or social sciences. Initiative to identify and implement improved systems and services. Working knowledge of PCs, CD-ROMs, and search systems software. *Preferred:* Experience with LANS and microcomputer applica-

tions, facility in a non-European language, experience in a multicultural environment, and familiarity with Internet. Salary: $30,000 minimum and benefits. Occidental College is a highly selective, multicultural liberal arts college situated in a culturally enriched urban environment. **Review of applications begins Nov. 2 with employment beginning in Jan. 1993.** Send letter of application, resume, and names, addresses, telephone/fax numbers of 3 professional references to: **Jacquelyn McCoy, College Librarian, Occidental College Library, 1600 Campus Rd., Los Angeles, CA 90041; 213-259-2671; fax: 213-341-4991.** AA, EOE.

SCIENCE INFORMATION SPECIALIST. Carnegie Mellon University Libraries seeks a creative, innovative librarian for the engineering and science library. *THE SUCCESSFUL CANDIDATE WILL BE ABLE* to work comfortably in a highly computer-intensive environment and to provide input into the application of new information technologies for science library services. The engineering and science library serves primarily the Carnegie Institute of Technology (engineering disciplines), the school of computer sciences, the departments of mathematics and physics, and several science research centers. Reporting to the head of the engineering and science library, responsibilities include reference service (reference desk 14 hours/week with rotating nights and weekends) and database searching; departmental liaison and collection development in chemical engineering, materials science and engineering, and mechanical engineering; supervision of engineering and science resource sharing activities; ILL, JADS (journal article delivery service), interinstitutional courier service, and PLAID (professional library access information delivery—a fee-based information service for business and industry); and participation in library outreach programs, including classroom library instruction. All librarians are expected to demonstrate continued professional development and to serve on university libraries committees. *QUALIFICATIONS REQUIRED* are an MLS from an ALA-accredited program; academic science/technology library experience and/or degree in engineering, one of the physical sciences, or mathematics; effective reference, instructional, and bibliographic skills; experience using automated systems (including database searching, CD-ROMs, and office automation); demonstrated excellent interpersonal and communications skills; and the ability to work well in individual as well as team situations. Additional graduate degree in science/technology field is preferred. Salary is negotiable from $23,500 minimum, depending upon qualifications and experience. Standard university library benefits. **Application review will begin Nov. 1.** Send letter of application, resume, and the names of 3 references to: **Carnegie Mellon University Libraries, Head, Administrative Services, 4825 Frew St., Pittsburgh, PA 15213-3890.** CMU is an AA, EEO employer. Applications of minorities and women are particularly encouraged.

SERIAL ACQUISITIONS LIBRARIAN, Assistant Professor (tenure-leading), acquisitions department, starting Jan. 4, 1993. Under the general direction of the head of acquisitions, responsibilities include 1) managing the serial records section, including record maintenance for a collection of approximately 19,000 current serials titles utilizing Innopac; 2) providing leadership in planning and managing serials acquisition operations, including the expenditure of a serials budget of $2 million; 3) monitoring and

REFERENCE LIBRARIAN/ SELECTOR - Documents

The University of Connecticut Libraries

Under the general direction of the Head, Research and Information Services, this anticipated position provides leadership for the library's documents programs for the United States and Connecticut. Includes selection, maintaining relationships with depositing agencies, and serving as the library's expert in U.S. and Connecticut documents. Is also responsible for developing and implementing services based on electronic government publications.

As a Reference Librarian/Selector, provide reference service, including assisting users with an extensive collection of CD-ROMs and online services. Some evening and weekend hours are required. Teaches library classes, creates guides and bibliographies, and serves as a liaison to the Political Science Department, including selecting materials for the reference and general collections.

Required: ALA-accredited MLS and experience with and knowledge of U.S. government documents; knowledge of microcomputer applications in libraries; excellent communications skills; ability to work with diverse users and staff in a changing environment. Desired: At least three years' relevant post-MLS academic library experience in a reference or documents position; reading knowledge of a modern foreign language; graduate study other than the MLS; knowledge of the information needs of Political Science faculty and students.

Appointment level and salary will be commensurate with experience and qualifications (e.g., Librarian II $31,800 to $40,054, Librarian III $36,583 to $49,387). **To apply, please send a letter of application, resume and the names, addresses, and telephone numbers of three professional references to: Brinley Franklin, Associate Director for Administrative Services, University of Connecticut Libraries, Box U-5A, Storrs, CT 06269-1005. The Search Committee will begin screening applications on October 30, 1992 and will continue until the position is filled. The University of Connecticut actively solicits applications from minorities, women, and people with disabilities. (Search #3A60)**

UNIVERSITY OF CONNECTICUT

Washington University in St. Louis
Olin Library System
Rare Books Catalog Librarian

The Olin Library System of Washington University in St. Louis is seeking a talented and dynamic individual to serve as rare books catalog librarian. The Olin Library System is engaged in a multiyear project of completing and expanding its online catalog, including rare books and special collections materials, and renovating and expanding its facilities. The Olin Library System consists of a large central library and 8 satellite subject libraries.

The rare books catalog librarian performs original and adaptive cataloging of rare books and other printed materials; assists users of special collections; and supervises catalog maintenance, shelving of printed materials, bookplating, processing and preparation of protective enclosures, and related activities. Minimum salary: $23,616; competitive and commensurate with qualifications and experience.

REQUIRED QUALIFICATIONS: MLS degree from an ALA-accredited library school program; academic library or equivalent cataloging training or experience with AACR2 and LC classification; rare book cataloging training or experience; and the ability to work with non-English languages and non-Roman alphabets. *Desirable qualifications:* MA degree in the humanities; archival and manuscript cataloging experience using AMC format; working knowledge of OCLC and NOTIS or other automated systems; reference training or user services experience; supervisory experience; knowledge of preservation procedures; and knowledge of national and international trends in bibliographic description.

Position will remain open until filled. Initial review of applicants will begin Dec. 15. For full consideration, applicants should send a letter of application, resume, and 3 letters of reference to: **Human Resources Office, Washington University, Campus Box 1184, One Brookings Dr., St. Louis, MO 63130-4899.** Employment eligibility verification required upon hire.

Washington University is an equal-opportunity, affirmative-action employer.

selecting serial vendors; 4) hiring, training, supervising, and evaluating a staff of 5 FTE; 5) managing the department in the absence of the chair; and 6) serving as liaison to other members of the library staff on matters concerning serial ordering and control. *REQUIRED:* MLS from an ALA-accredited library program and 2 yrs.' professional experience in a serials or acquisitions department of an academic library or a large research library. *Preferred:* An understanding of serials management and the critical issues in the field; knowledge of the rudiments of AACR2 cataloging rules and MARC records and formats; strong supervisory experience; well-developed written and oral communication skills and excellent interpersonal skills; experience with an online integrated library system, preferably the Innovative Interfaces Innopac system; and familiarity with one or more languages, preferably eastern European. $26,000 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Nov. 9** to: **Kent Hendrickson, 106 Love Library, University of Nebraska-Lincoln, Lincoln, NE 68588-0410.** The University of Nebraska-Lincoln is committed to a pluralistic campus community through affirmative-action and equal-opportunity and is responsive to the needs of dual career couples. If you require a reasonable accommodation in order to apply or interview for this position, please call 402-472-2526.

SERIALS CATALOGER, University of Michigan. 2-year appointment. *DUTIES:* Under the general direction of the head, serials cataloging section, independently catalog serials within the Labadie Collection of moderate to high difficulty in all Western European languages; perform successive title cataloging and other recataloging or online maintenance on titles of a complex nature; solve cataloging problems referred by the head of the serials cataloging section; and assist in the training and supervision of project staff. *QUALIFICATIONS: REQUIRED:* MLS from an ALA-accredited program; 2 or 3 yrs.' progressively advancing professional serials cataloging experience using AACR2 or AACR2 rev., preferably in a large academic library; experience in original and successive cataloging, subject analysis, LC classification and authority work; reading knowledge of at least 2 major Western European languages; cataloging experience with network-based or local automated bibliographic systems, preferably OCLC; and good interpersonal and oral/written communication skills. Rank/salary/application: Associate Librarian rank. 2-year term appointment. Minimum salary of $29,000. **Applications received by Oct. 23 will be given first consideration.** Apply to: **Lucy R. Cohen, Manager, Library Personnel Office, 404 Hatcher North, University of Michigan, Ann Arbor, MI 48109-1205.** University of Michigan is a non-discriminatory, affirmative-action employer.

SERIALS LIBRARIAN, Old Dominion University Library. Unit head within the collection management department, supervising 5 support staff and student assistants. *RESPONSIBLE FOR* the management of periodical, standing order, microform, and CD-ROM subscriptions plus binding operations. The library currently uses Faxon's SC-10 serials check-in system for periodicals processing and Serials Quest for acquiring replacements. *QUALIFICATIONS:* Master's degree from an ALA-accredited program is required by hiring date. *Desirable:* 2 yrs.' experience with serials management in an academic/research library; experience in using microcomputers for library applications; experience with Faxon's SC-10 check-in system and OCLC; excellent communication skills; and evidence of continued professional development. Salary: Mid- to high-$20s. **For full consideration, send letter of application, resume, the names, addresses, and phone numbers of 3 references by Nov. 6** to: **Pamela Morgan, Chair, Serials Librarian Search Committee, University Librarian, Old Dominion University, Norfolk, VA 23529-0256.** Old Dominion University is an affirmative-action, equal-opportunity employer and requires compliance with the Immigration Reform and Control Act of 1986.

TECHNICAL ARCHIVIST, University of Georgia Libraries. *DUTIES:* The Richard B. Russell Memorial Library is a department within the University of Georgia Libraries which reports to the director of libraries and which functions as a center for the study of recent Georgia politics in both the state and the nation. Although the papers of the U.S. Sen. Richard B. Russell are the cornerstone of the library, acquisitions include the papers of other 20th century political figures, such as former U.S. Secretary of State Dean Rusk. The Russell Library staff consists of the department head, 2 archivists, and 2 other staff and is responsible for the acquisition, preservation, and processing of permanent historical records according to archival standards and procedures and for providing reference assistance to a variety of patrons. The technical archivist is a member of the libraries' faculty and reports to the head of the Russell Library. *QUALIFICATIONS:* Master's degree and ACA archival certification (we will accept applications from individuals who plan to take the Sept. 1992 certification examination) or MLS from an ALA-accredited program with archival concentration, preferably with 2 yrs.' experience in an archival setting; experience with computer applications, preferably for archival collections, in an archival setting; working knowledge of historical research methodology and experience with standard bibliographic tools; strong organizational ability; effective oral and written communication skills; and the ability to establish and maintain effective working relationships with co-workers, donors, and patrons. Knowledge of USMARC AMC and experience in working with IBM-compatible software, preferably WordPerfect and dBase, desirable. Benefits: Standard benefits package includes life, health, and disability insurance; mandatory participation in the state or optional retirement system; and 21 days' annual leave, plus 12 paid holidays. Salary minimum: $22,800. Adjustments may be made commensurate with experience. **Application procedure: Send letter of application by Nov. 6, including a resume and the names of 3 references** to: **Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

U.S. DOCUMENTS/LIBRARY INSTRUCTION SPECIALIST, LSU Libraries. Reports to the head, business administration/government documents department and is responsible for bibliographic instruction/training in the area of government information resources; training and evaluating the graduate assistants; detailed reference and research assistance for government and business information; and technical processing functions in the NOTIS online system. *REQUIRED:* MLS degree from an ALA-accredited program and effective oral and written communication skills. *Preferred:* Experience/training in library instruction or other teaching; graduate coursework and/or experience in government publications and/or business reference; well-developed interpersonal skills, including the ability to work effectively with individuals or groups with diverse backgrounds and levels of interest; experience in using automated systems such as CD-ROM databases, online catalogs, or other bibliographic utilities; and familiarity with microcomputer hardware and software. Salary: $23,000 minimum, based upon qualifications and experience. **Preference given to applications received by Nov. 15.** To apply: Send letter, vita, and names, addresses, and telephone num-

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Youngstown State University
2 Positions

RESEARCH LIBRARIAN. Serve as library specialist in fields of business and science. Work in the areas of reference, collection development, data searching, and instruction. MLS required, or an equivalent combination of education and experience. Second master's in business or science preferred. Academic library and online database search experience desired. This is a 9-month appointment. Pro-rated salary range: $16,200-$19,256.

ASSISTANT ACQUISITIONS LIBRARIAN. Performs general acquisitions duties; works with OCLC and VTLS records; responsible for changing from VTLS to Innovative Interfaces Acquisitions subsystems; serves at reference desk approximately 8 hours a week; and supervises binding. MLS required, or an equivalent combination of education and experience. Academic library experience and second language desired. Salary range: $18,100-$31,700.

Positions are renewed annually, covered by collective bargaining, and have excellent fringe benefits. Review of applications will continue until positions are filled. **Interested parties should send: 1) a letter of application; 2) current resume; 3) official copy of transcripts; and 4) names, addresses, and telephone numbers of 3 references by Oct. 16** to:

David C. Genaway
University Librarian
Maag Library
Youngstown State University
Youngstown, OH 44555

YSU is an affirmative-action, equal-opportunity employer.

THE LIBRARY OF CONGRESS

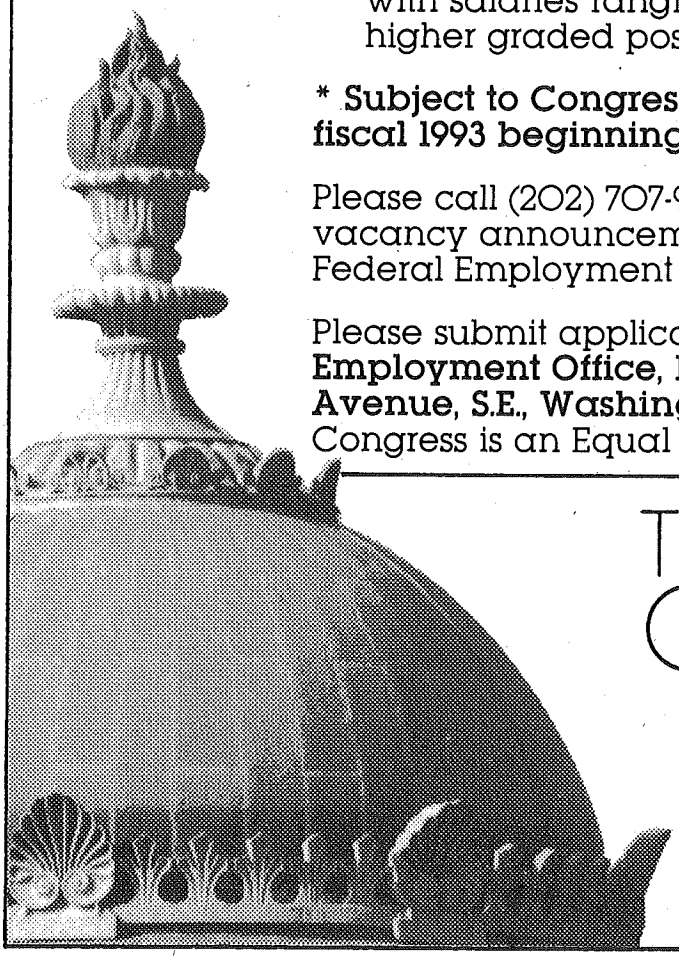
The Collections Services Service Unit is seeking applicants for approximately *140 vacancies, including:

- More than 50 Librarians, mostly Catalogers in GS 9-12 promotion plans with salaries ranging from $26,798 to $50,516; some higher graded positions are also available.
- Music Specialists in GS 7-12 promotion plans with salaries ranging from $21,906 to $50,516.
- Preservation Microfilm Processing Librarian in GS 7-9 promotion plan with salaries ranging from $21,906 to $34,835.
- Archivists and Conservators in GS 9-11 or GS 9-12 promotion plans with salaries ranging from $26,798 to $50,516.
- More than 70 Library Technicians, (including Archives Technicians, Preservation Microfilming Processing and Preservation Microfilming Cataloging Assistants, Acquisitions Assistants, Processing and Reference Assistants, Preliminary Catalogers and Cataloging Technicians) most in promotion plans from GS-5 with salaries ranging from $17,686 to $22,996 to GS-7 or GS-8 with salaries ranging from $21,906 to $31,543; some higher graded positions are also available.

*** Subject to Congressional Funding Authorization for fiscal 1993 beginning October 1, 1992.**

Please call (202) 707-9147 for more information on specific vacancy announcements and for an Application for Federal Employment (SF-171).

Please submit applications to: **The Library of Congress, Employment Office, Room LM-107, 101 Independence Avenue, S.E., Washington, D.C. 20540.** The Library of Congress is an Equal Opportunity Employer.



THE LIBRARY OF CONGRESS

bers of 3 references to: **Caroline Wire, Search Committee, 295 Middleton Library, Louisiana State University, Baton Rouge, LA 70803.**

MUSIC LIBRARY

MUSIC LIBRARIAN. *RESPONSIBLE FOR* the operation of the Amherst College Music Library, for music reference service, music collection development, and for the cataloging of music materials. Reports to the librarian of the college for the administration of the music library and to the head of cataloging for music cataloging. Supervises one FTE support staff; also student assistants. *QUALIFICATIONS:* MLS, 3-5 yrs.' experience in a music library, including 3-5 yrs.' experience cataloging scores and sound recordings, working knowledge of AACR2 rev. and LC interpretations, OCLC, LC classification and authorities, and the ability to catalog foreign language materials. Bachelor's degree in music is desirable. Salary: $27,000-$30,000. **Application deadline is Nov. 13.** Submit letter of application, resume, and the names and addresses of 3 references to: **Willis Bridegam, Librarian, Amherst College, Amherst, MA 01002-5000.** Amherst College is an AA, EEO employer and encourages women and minorities to apply.

MUSIC LIBRARIAN. This tenure-track faculty position reports to the head, music library and is primarily responsible for management of the music cataloging unit in the music library and original cataloging of music scores and sound recordings. Cataloging is performed on OCLC for inclusion in the CARL (Colorado Alliance of Research Libraries) database and regional network. The music librarian also coordinates reference services. The music library is located in the college of music building and consists of approximately 160,000 items. The music library staff consists of 2 professional librarians and 4 paraprofessionals. The library includes an American Music Research Center, an archive of research materials administered jointly by the college of music and the university libraries, and a major collection of popular sheet music. *REQUIRED:* Master's degree from an ALA-accredited program, a bachelor's degree in music; at least 2 yrs.' professional music cataloging experience in an academic or larger research library (this experience must include original cataloging of scores and sound recordings using MARC formats for these materials); familiarity with online library catalogs, OCLC, AACR2, LCSH, LC music classification; bibliographic working knowledge of German and French; effective oral and written communication skills; and potential for research and scholarly/professional achievement. *Preferred:* A master's degree in music, with supervisory experience in both public and technical services operations of a music library; experience cataloging materials other than scores and sound recordings; library automation experience; experience with retrospective conversion procedures; working knowledge of other modern European languages; and evidence of research and scholarly or professional achievement. Preference for the 12-month, tenure-track appointment will be given to candidates at the Assistant Professor rank, but candidates at all levels will be considered. Benefits include support for scholarly/professional activity, TIAA/CREF, and liberal vacation and sick leave. Salary range: $28,000-$32,000, depending on qualifications and experience. **Application deadline: Nov. 1.** Send a letter of application addressing qualifications for the position, resume, and the names, addresses, and telephone numbers of 3 references to: **Joan McConkey, Associate Director for Administrative Services, University Libraries, University of Colorado at Boulder, Boulder, CO 80309-0184.** The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

Library Director
Ramsey County Public Library

The Ramsey County Public Library Board seeks a progressive and dynamic leader with solid library management experience to take administrative responsibility for an outstanding and innovative public library system in the Minneapolis-St. Paul metropolitan area.

The Ramsey County Public Library (RCPL) provides public library service at 7 locations to a suburban area with a population of 214,000. The system will have 100 FTE employees and a budget of $5 million in 1993. A Dynix integrated online computer system has been in place for 6 years. Total annual circulation is 2.5 million. The RCPL is a member of the Metropolitan Library Services Agency (MELSA), a regional library cooperative agency.

The director's salary range is $47,000-$69,000, plus a complete benefits package.

MINIMUM QUALIFICATIONS: MLS degree from an ALA-accredited library school program is required. Additional formal coursework in public administration/management is desirable. Current public library experience is preferred.

Additional qualifications: Demonstrated library leadership and management achievements; experience working with administrative and advisory boards and with diverse political and community entities; the ability to support and promote organizational values, including innovation, trust, staff participation, and team management; a clear vision of the future of library service, and the ability to promote and work towards achieving that vision; and a broad knowledge of current library and information technology.

To apply: A letter of application and a complete resume must be received by Dec. 15. Inquiries and applications should be addresed to: **Search Committee, Ramsey County Public Library, 4570 N. Victoria, Shoreview, MN 55126.**

PUBLIC LIBRARY

ASSISTANT DIRECTOR, Parmly Billings Library, the largest public library in Montana, serving 110,000 residents of Billings and Yellowstone County, with a 215,000 volume collection. *MAJOR RESPONSIBILITIES:* Position on management team has been redesigned and will assist director with all aspects of managing a dynamic and busy public library, including planning, budget preparation, and project management. *QUALIFICATIONS:* MLS from an ALA-accredited program, minimum 3 yrs.' public library experience, one yr. budget/financial experience, and one yr. supervisory experience. *Prefer* education/experience in other responsibilities listed above. Starting salary range: $26,686-$31,386. Generous benefit program, including health insurance and 3 wks.' vacation. **Send letter of application addressing qualifications and resume by Oct. 23** to: **Carlene DeVeau, Personnel Director, City of Billings, 210 N. 27th St., POB 1178, Billings, MT 59103.** AA, EOE. A selected applicant being considered for this position is required to submit to a drug test prior to an applicant's appointment or hire. A negative drug test result and remaining drug-free are conditions of employment.

ASSISTANT DIRECTOR, McMillan Memorial Library, Wisconsin Rapids, Wis. Progressive public library serving 45,000 people in scenic central Wisconsin seeks creative, experienced librarian to serve as assistant director. Wisconsin Rapids' quality of life is rated among the best of American's small cities. Library has 42,000-sq.-ft. building with excellent meeting room facilities, including a 232-seat auditorium. Geac computer system in operation. *RESPONSIBILITIES:* Supervising 9 FTE adult services and circulation staff; providing information services; selecting adult materials; and assisting library director in budgeting, policy development, and community relations. *QUALIFICATIONS:* MLS from an ALA-accredited program, 3 yrs.' professional library experience, and excellent problem-solving and communication skills. Supervisory and computer experience preferred. Base salary: $34,000. **Application deadline: Nov. 16.** Send letter of application and resume with 3 references to: **Ronald B. McCabe, Library Director, McMillan Memorial Library, 490 E. Grand Ave., Wisconsin Rapids, WI 54494.** Equal-opportunity employer.

ASSISTANT DIRECTOR FOR PUBLIC SERVICES. Chattanooga-Hamilton County Bicentennial Library seeks candidates for the assistant director for public services. *DUTIES:* Interviews, selects, and supervises the public department heads; directs the overall operations of the public service departments in the central library; coordinates collection development throughout the library system; assists the director in various aspects of library administration; and represents the library to the community. *MINIMUM QUALIFICATIONS:* MLS from an ALA-accredited program; considerable professional experience, including progressively responsible administrative experience; comprehensive knowledge of the principles, procedures, methods, and policies of professional library work; comprehensive knowledge of management, supervisory, and public relations techniques and methods; considerable skill in planning and developing library programs and services; considerable skill in communicating with others, both orally and in writing; considerable ability to supervise and evaluate staff; and considerable ability to define needs, set priorities, and prepare and administer budgets. Salary range: $35,326-$54,042. **Applications must be received by Nov. 6.** Send letter, resume, and 3 professional references to: **Theda Wexler, Personnel Of-**

COLUMBUS METROPOLITAN LIBRARY

Librarian IV/Branch Manager

The Columbus Metropolitan Library is seeking qualified applicants for a branch manager position in a small, neighborhood branch. *THE SUCCESSFUL CANDIDATE WILL POSSESS* an MLS degree from an ALA-accredited program, 3 post-MLS yrs.' library experience, excellent communication skills, and the ability to relate effectively to individuals from diverse ethnic and socioeconomic backgrounds.

POSITION RESPONSIBILITIES INCLUDE selecting, training, and evaluating branch staff; scheduling of staff; maintaining effective relationships with civic leaders within the service district; collection development; and effectively implementing systemwide objectives. The hiring range for this position will be $32,177.60-$35,526.40 per year, based on applicability of past experience.

Qualified candidates should submit resume to: **Clinton F. Dashiel, Director of Personnel, Columbus Metropolitan Library, 96 S. Grant Ave., Columbus, OH 43215.**

Women and minorities are encouraged to apply.

ficer, Chattanooga-Hamilton County Bicentennial Library, 1001 Broad St., Chattanooga, TN 37402. EOE. Drug-free workplace.

DIRECTOR, Northwest Kansas Library System, Norton, Kan. System is multitype federated library cooperative. *REQUIRES* MLS from an ALA-accredited program, a minimum 5 yrs.' experience, preferably in more than one type of library, and computer expertise. Salary $28,000 and up. Excellent benefit package. Closing date is Nov. 10. Resume, letter of application, and references to: **Janet Warren, Board President, POB 619, Goodland, KS 67735.**

DIRECTOR, Statesboro (Ga.) Regional Library system. MLS from an ALA-accredited program required and minimum 5 yrs.' progressively responsible experience in public library administration. System includes headquarters and 5 affiliated libraries in 5 counties. Need working experience and knowledge of budgeting, collection development, construction, and automation. Understands and can adapt system to changing technology for libraries. Salary $29,500-$38,000, based on experience plus a local supplement depending on qualifications. **Deadline is Oct. 31.** Send application with resume and 3 references to: **Chairman, Statesboro Regional Library Board, Main Street South and Grady, Statesboro, GA 30458.**

DIRECTOR, Washington County Public Library System, Marietta, Ohio (120 miles southeast of Columbus). Main library newly remodeled, 3 branch libraries, bookmobile, outreach services. Total staff: 50+. System circulation (1991): 454,883. Registered borrowers: 24,000. Materials owned: Print — 115,000; nonprint — 31,000. Annual budget: $1.7 million. *QUALIFICATIONS:* MLS from an ALA-accredited program and minimum 5 yrs.' public library administration experience, including planning, budget preparation, personnel management, work with library computer systems, and successful grantwriting. Coordination and communication skills are most desirable. Salary negotiable from $30,000. **Send application with resume and 3 references by Dec. 1** to: **Henry Somers, Search Committee Chairman, 609 Warren St., Marietta, OH 45750.** Equal-opportunity employer.

DIRECTOR OF LIBRARIES. The City of Dallas, population 1,000,677, seeks an exceptional individual to serve as director of libraries. *THE SUCCESSFUL CANDIDATE WILL HAVE* a proven record of accomplishments in fostering effective communications with management, staff, and the public; demonstrated leadership; and the ability and sensitivity to effectively relate to a culturally diverse community, advisory board, and various neighborhood and support groups. *A successful candidate will also have* a demonstrated knowledge of effective staff development, planning, and budgeting, as well as documented knowledge of, and enthusiasm for, library technologies, and commitment to enhancing library use by the citizens of Dallas. A master's degree in library science from an ALA-accredited school program is required, and a minimum 10 yrs.'experience in municipal library procedures and administration is preferred. Salary in the $60s depending upon qualifications. **Individuals interested in applying for this position must submit an application and/or resume by Nov. 15** to: **Personnel Dept., Staffing Division, 1500 Marilla St., Rm. 6 AN, Dallas, TX 75201.** Equal-opportunity employer. M/F/H.

INSTITUTIONAL LIBRARIAN. The Las Vegas-Clark County Library District seeks applicants to supervise contracted library services, including legal reference to city and county detention facilities in metropolitan Las Vegas; manage 3.5 paraprofessionals; and negotiate and oversee 2 budgets. *QUALIFICATIONS INCLUDE* an MLS from an ALA-accredited program, communication skills, and the ability to work with special populations. Familiarity with legal reference preferred but not necessary. Salary is $30,700.80 annually. Apply to: **Richard Lee, LV-CCLD, 833 Las Vegas Blvd. North, Las Vegas, NV 89101.** *Will be interviewing at the ALA Midwinter Meeting in Denver, Colo., Jan. 22-28, 1993.*

LIBRARY DIRECTOR. Library board seeks an energetic, innovative individual with demonstrated leadership, strong communication, organizational, and interpersonal skills. Ability to relate to culturally/racially diverse clientele for central library system with one branch for population of 19,800. 15 FTEs. Annual budget: $650,000. Approximately 180,000 items circulated through regional automated system. *QUALIFICATIONS:* MLS and experience in supervision/administration at a public library as a director or major department head and in the preparation and execution of a budget. Salary mid-$40s to low-$50s. **Closing date Oct. 30.**

BI-LINGUAL LIBRARIAN

Collier County Government seeks a degreed librarian with at least 2 years experience and the ability to speak, read and write fluently in both Spanish and English. Will be responsible for Spanish language programming for children and families through community outreach, programming, and selection of library materials. Experience working with children is preferred. Competitive salary with outstanding benefits. For consideration, please send resume to:

COLLIER COUNTY GOVERNMENT
Human Resources Department
3301 East Tamiami Trail
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Reply by resume to: **Keith L. Harrigan, Acting Town Manager, Town Hall, 500 Bloomfield Ave., Bloomfield, CT 06002.** AA, EOE, M/F.

LIBRARY DIRECTOR. Administers the Omaha Public Library System of Omaha, Neb., under the direction of the library board. As chief administrative officer, responsibilities include developing and recommending for board approval goals, objectives, and budget for operation of the library system. *POSITION REQUIRES* an MLS from an ALA-accredited program; a minimum 10 yrs.' experience in professional library work, of which 5 years must have been in a supervisory capacity; extensive knowledge of professional library principles, methods, and practices, of community library needs and of sound methods of library administration and management; considerable ability to establish and maintain effective working relationships with groups and individuals throughout the community; and a complete understanding of library automation systems. The Omaha Public Library System is fully automated. The system consists of a large main library with 9 branch libraries. It provides free library service to a primary population of 335,800 and by contract to an additional 69,000. Annual budget over $4.7 million. Annual circulation is approximately 2 million. Book stock of 613,500. Base salary is $50,000+ and is negotiable and commensurate with qualifications and experience. Full benefits, including life, health, and pension benefits. Position is available Feb. 1, 1993. **Letters of application and inquiry should be sent by Nov. 30** to: **T.A. Richardson, Search Committee, Board of the Omaha Public Library, 215 S. 15th St., Omaha, NE 68102.** An equal-opportunity, affirmative-action employer.

REFERENCE LIBRARIAN. ALA/MLS required. Experience in automated systems preferred. *RESPONSIBILITIES INCLUDE* material selection, assisting patrons in the use of materials and services, preparation of bibliographies and booklists, genealogy reference and research, and pamphlet information file maintenance. Benefits include vacation, sick leave, health, and retirement. Salary: $20,000-$28,000. Closes when filled. Contact: **Marge Berry, Assistant Director, LaPorte County Public Library, 904 Indiana Ave., LaPorte, IN 46350.**

LIBRARIANS' CLASSIFIEDS

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JOBLINES

A free listing of phone numbers and addresses for nonprofit job clearinghouses. **No commercial listings.** To change a listing contact: *American Libraries*, 50 E. Huron, Chicago, IL 60611; 312-280-4211 or 4214; fax: 312-440-0901. NOTE: *AL* **does not** supply job lists or forward jobs to clearinghouses.

AMERICAN ASSOCIATION OF LAW LIBRARIES Career Hotline: 312-939-7877, updated each Friday at noon. The Career Hotline, a 24-hour-a-day recording, is an index listing, in geographical order, to all the positions currently available in full text in the AALL Job Data Base. AALL members may receive the complete Job Data Base free by request. All others send a written request with $5 to: American Association of Law Libraries, Dept. 77-6021, Chicago, IL 60578-6021. To list a position contact: Placement Assistant, American Association of Law Libraries, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604; 312-939-4764; fax: 312-431-1097.

AMERICAN LIBRARY ASSOCIATION Jobline: 312-280-2464. Lists jobs available at the American Library Association, 24 hours a day, 7 days a week.

AMERICAN SOCIETY FOR INFORMATION SCIENCE *Jobline* (monthly). Mailed to ASIS members; available on request to nonmembers. To order or to list a position write: *ASIS Jobline,* ASIS Headquarters, 8720 Georgia Ave., Suite #501, Silver Spring, MD 20910-3602; 301-495-0900; fax: 301-495-0810.

ARIZONA Library Jobline: 602-275-2325. To list a position obtain jobline form from: Arizona Library Jobline, Research Division, Rm. 300, Arizona Department of Library, Archives and Public Records, 1700 W. Washington, Phoenix, AZ 85007. **ARIZONA LIBRARIES ONLY.**

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: 312-944-6795. To list a position send ad copy to: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members; $35 nonmembers.

BRITISH COLUMBIA LIBRARY ASSOCIATION Jobline: 604-430-6411. To list a position contact: BCLA Jobline, British Columbia Library Association, #110-6545 Bonsor Ave., Burnaby, BC, V5H 1H3 Canada; 604-430-9633; fax: 604-430-8595. Information for the jobline must be received no later than 1 p.m. on Thursdays.

CALIFORNIA LIBRARY ASSOCIATION Jobline: 916-443-1222 (north) or 818-797-4602 (south); fax: 916-447-8394. To list a position write: CLA, 717 K St., Ste. 300, Sacramento, CA 95814-3477; 916-447-8541.

Regional Salary Guide

Listed below are the latest minimum starting salary figures recommended by 19 state library associations for professional library posts in these states. The recommendations are advisory only, and ALA has not adopted recommendations for minimum salaries. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies. For additional information on librarian salaries, contact ALA Office for Library Personnel Resources.

Connecticut	$28,900
Delaware	$22,500**
Illinois	$26,200*
Indiana	varies*
Iowa	$22,495
Louisiana	$22,000
Maine	varies*
Massachusetts	$27,554*
New Jersey	$27,573
North Carolina	$22,491**
Ohio	$25,198
Pennsylvania	$23,700*
Rhode Island	$26,500
South Carolina	varies*
South Dakota	$20,000
Texas	$25,000
Vermont	$23,100
West Virginia	$22,000
Wisconsin	$25,830

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

**These recommendations apply only to public librarians.

CALIFORNIA MEDIA AND LIBRARY EDUCATORS ASSOCIATION (CMLEA) Job Hotline: 415-697-8832. To list a position write: CMLEA, 1499 Old Bayshore Highway, Suite 142, Burlingame, CA 94010; 415-692-2350.

(CALIF.) SAN FRANCISCO BAY-SAN ANDREAS/SPECIAL LIBRARIES ASSOCIATION: 415-856-2140, or via Dialmail and Ontyme electronic mail services. To list a position call: Robert Britton or Marie McKenzie at 415-777-7230; fax: 415-512-8196.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, SPECIAL LIBRARIES ASSOCIATION: 818-795-2145. To list a position write: Paul Morton, Southern California Edison, 2244 Walnut Grove Blvd., Mail Stop G-55, G.O. 1, Rosemead, CA 91770; 818-302-8966; fax: 818-302-8983.

COLORADO STATE LIBRARY Jobline: 303-866-6741. To list a position write: Jobline, 201 E. Colfax, Denver, CO 80203 or phone 303-866-6910. **COLORADO LIBRARIES ONLY.**

CONNECTICUT LIBRARY ASSOCIATION Jobline: 203-645-8090, 24 hrs., updated weekly. To list a position write: CLA Jobline, Connecticut State Library, 638 Prospect Ave., Hartford, CT 06105. **CONNECTICUT LIBRARIES ONLY.**

DELAWARE LIBRARY ASSOCIATION Jobline: 302-739-4748 x69; Delaware only 800-282-8696; or call the Maryland, New Jersey, and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly.

DREXEL UNIVERSITY College of Information Studies Jobline: 215-895-1672. To list a position write: Placement Office Assistant, College of Information Studies, Drexel University, Philadelphia, PA 19104; 215-895-2478. Delaware, New Jersey, and Pennsylvania listings.

FLORIDA State Library Jobline: 904-488-5232. To list a position write: Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone 904-487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Hotline: 312-828-0930 (professional staff); 312-828-9198 (support staff). To list a position call: 312-644-1896; write Library Jobline of Illinois, % Illinois Library Association, 33 W. Grand Ave., Suite 301, Chicago, IL 60610. Listing fee: $20 for 2 weeks. Co-sponsored by Illinois Library Association and Illinois Chapter/SLA.

INDIANA Statewide Library Jobline: Direct access through RBSS Computer Bulletin Board, 317-924-9584; or call 317-926-6561 (CIALSA office) for a paper printout. To list a position write: CIALSA, 1100 W. 42nd St., Indianapolis, IN 46208; 317-926-6561. **INDIANA LISTINGS ONLY.**

INSTITUTIONAL Library Mail Jobline. List of institutional library jobs throughout the U.S. and territories compiled by ALA/ASCLA/State Library Agency Section. For copies, send self-addressed, stamped envelopes. To order or to list a position contact: S. Carlson, Rhode Island Department of State Library Service, 300 Richmond St., Providence, RI 02903; 401-277-2726. Listings appear once unless resubmitted.

IOWA *Library Joblist* (monthly): Doris Collette, State Library of Iowa, E. 12th and Grand, Des Moines, IA 50319. To list a position: 515-281-6788. **IOWA LIBRARIES ONLY.**

MARYLAND LIBRARY ASSOCIATION Jobline: 410-685-5760, 24 hrs./day, 7 days/week. To list an opening: 410-727-7422, Monday-Friday, 9:30 am-2:30 pm.

MEDICAL LIBRARY ASSOCIATION Jobline: 312-419-9094, ext. 401, 9 am–5 pm Central time; 312-553-4636 (24 hrs).

JOBLINES

Offers information on current employment opportunities and MLA services and activities. Updated weekly. To list a position contact: MLA, 6 N. Michigan Ave., Ste. 300, Chicago, IL 60602; 312-419-9094.

MICHIGAN LIBRARY ASSOCIATION Job Hotline: 517-694-7440. To list a position write: MLA Job Hotline, 1000 Long Blvd., Suite #1, Lansing, MI 48911; 517-694-6615. Listing fee: $20 to nonmembers. **MICHIGAN LIBRARIES ONLY.**

MISSOURI LIBRARY ASSOCIATION Jobline: 314-442-6590. Updated every 2 weeks. To list a position write or call: MLA Jobline, 1015 E. Broadway, Ste. #215, Columbia, MO 65201; 314-449-4627 (voice or fax). Listing fee: $25 nonmember libraries.

MOUNTAIN PLAINS LIBRARY ASSOCIATION Jobline: 605-677-5757; toll-free phone number available to callers from the MPLA region: 800-356-7820. To list a position, write: Mountain Plains L.A., % I.D. Weeks Library, University of South Dakota, Vermillion, SD 57069. *Emphasis on Arizona, Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Oklahoma, Utah, and Wyoming.* Out-of-region positions listed for $10/position.

MUSIC LIBRARY ASSOCIATION Placement Service: A monthly job list is published for music librarians who seek initial or new employment. To list a position, or to request information about nonclerical aspects of the job service, contact the placement officer, Paula Matthews, Ladd Library, Bates College, Lewiston, ME 04240; 207-786-6266 or 6267; fax: 207-786-6055; e-mail-pmmatthews@bat.bates.edu. *No charges for employers.* To join the placement service for one year (Sept.1–Aug. 31), send $10 (individual) or $15 (institution) to: Business Office, Music Library Association, POB 487, Canton, MA 02021; 617-828-8450. The business office handles all remittances, correspondence about job list subscriptions, and changes of address request.

NEBRASKA Job Hotline: 402-471-2045; Nebraska only 800-742-7691. To list a position write: Nebraska Library Commission, 1420 P. St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: 617-738-3148. To list a position write: New England Library Jobline, Simmons College, GSLIS, 300 The Fenway, Boston, MA 02115.

NEW JERSEY LIBRARY ASSOCIATION: 609-695-2121. To list a position write: New Jersey Library Association, POB 1534, Trenton, NJ 08607; fax: 609-394-8164. Must meet minimum recommended salary for 1992 $27,573. Jobline available 24 hours a day, 7 days a week. Retaped every Tuesday. Listing fee: Free to members; $10 nonmembers.

NEW YORK LIBRARY ASSOCIATION Jobline: 518-432-6952; in N.Y. only 800-232-6952. For school library media specialist positions only, 315-443-2740. To list a position write: NYLA, 252 Hudson Ave., Albany, NY 12210-1802. Listing fee: Free to members. For nonmembers, $25/week, $40/two weeks.

NEW YORK CHAPTER, SPECIAL LIBRARIES ASSOCIATION Job Hotline: 212-740-2007. To list a position write: David Jank, The New York Public Library, Donnell Building, 4th Floor, 20 W. 53rd St., New York, NY 10019; fax: 212-247-5848. **NEW YORK, NEW JERSEY, AND CONNECTICUT LIBRARIES ONLY.**

NORTH CAROLINA Jobline: 919-733-6410 or, via Western Union's EASYLINK, NCJOBS. To list a position call: 919-733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OHIO: Cleveland Area Metropolitan Library System Job Listing Service: 216-921-4702. 24 hours. To list a position write: Cleveland Area Metropolitan Library System, 20600 Chagrin Blvd., #500, Shaker Heights, OH 44122.

OKLAHOMA Department of Libraries Jobline: 405-521-4202, 5pm-8am on weekdays, all day on weekends and holidays. Updates on 1st and 15th of every month. To list a position call: 405-521-2502.

OREGON Library Jobline: 503-585-2232. To list a position write: Jobline, Oregon State Library, State Library Building, Salem, OR 97310; 503-378-4243. **PACIFIC NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST LIBRARY ASSOCIATION (PNLA) Jobline: 206-543-2890. To list a position write: PNLA Jobline, % Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: 717-234-4646. To list a position (members and nonmembers): 717-233-3113; in Pennsylvania only 800-622-3308. Fee $15 per week for nonmembers.

RHODE ISLAND *RILA BULLETIN* Jobline (monthly). For copies, send self-addressed, stamped envelopes, or to list a position contact: Pamela Stoddard, Government Publications Office, University Library, University of Rhode Island, Kingston, RI 02881. **S.E. NEW ENGLAND LIBRARIES ONLY.**

RURAL LIBRARIES *Jobline* (monthly): Center for the Study of Rural Librarianship, Clarion University of Pennsylvania, Clarion, Pa. Send $1 per copy. To order or to list a position contact: Michael Jaugstetter, College of Library Science, Clarion University of Pennsylvania, Clarion, PA 16224; 814-226-2383.

(S.C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: 803-777-8443. To list a position write: Admissions and Placement Coordinator, CLIS, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION *SpeciaLine:* 202-234-3632. This job hotline lists current information on available positions in the information field. The recorded message is updated every other Friday. To list a position write: Ruth Rodriguez, Manager, Membership Records and Services, SLA, 1700 18th St., NW, Washington, DC 20009, with a check for $35. For faster service, call Ms. Rodriguez at 202-234-4700 in order to have the request handled by fax. *Resume Referral Service:* SLA's exclusive computer database matches job seekers to available positions in the library/information field. To receive a brochure/application form contact: SLA Employment Services Dept. at 202-234-4700.

TEXAS LIBRARY ASSOCIATION Jobline: 512-328-1518, 5:30 pm Friday–8 am Monday and each weeknight, Monday–Thursday. Updated weekly. To list a position contact: Texas Library Association, 3355 Bee Cave Rd., Ste. 603, Austin, TX 78746; 512-328-1518; fax: 512-328-8852. **TEXAS LISTINGS ONLY.**

TEXAS State Library Jobline: 512-463-5470. Listings can be heard continuously. Weekly updates. To list a position write: Kay Easter, Texas State Library, 1200 Brazos, POB 12927, Austin, TX 78711; 512-463-5447, Monday-Friday, 8 am–5 pm. **TEXAS LISTINGS ONLY.**

DEPARTMENT OF VETERANS AFFAIRS: VA Librarian Register. For printed vacancy list write: Wendy Carter, Learning Resources Service (142), VA Central Office, 810 Vermont Ave., NW, Washington, DC 20420; 202-535-7093. For application forms write: Delegated Examining Unit, Dept. of Veterans Affairs, POB 24269, Richmond, VA, 800-368-6008; in Virginia only, 800-552-3045. **MOST LISTINGS ARE FOR MEDICAL LIBRARIAN POSITIONS.**

VIRGINIA Library Jobline: 703-519-8027. To list a position, write: Jobline, % Virginia Library Association, 669 S. Washington St., Alexandria, VA 22314.

WEST VIRGINIA library employment listings: Call Pennsylvania Cooperative Job Hotline. □

LATE JOB NOTICES

CATALOGER/TECHNICAL SERVICES LIBRARIAN, INCOLSA processing center. Immediate opening. *RESPONSIBILITIES INCLUDE* ordering, receiving, cataloging, and classifying book materials. *REQUIRED QUALIFICATIONS:* MLS degree and/or equivalent work experience; microcomputer terminal skills; and experience cataloging on OCLC PRISM, AACR2 rev., DDC, and MARC formats. *Desirable qualifications:* Acquisition and cataloging routines, LC or DDC, LCSH. Salary minimum: $21,600. 35 hours per week. Benefits, including TIAA/CREF. Send resume and 3 relevant job references to: **N. Davey, INCOLSA Processing Center, 5929 Lakeside Blvd., Indianapolis, IN 46278-1996. EOE.** M/F/H/V.

SERIALS LIBRARIAN. *RESPONSIBLE FOR* coordinating serials control activities, including ordering, check-in, cataloging, and online holdings records. Supervises staff of 2.5 FTE. Manages the NOTIS serials control subsystem. Involved in collection development and librarywide activities. *REQUIREMENTS:* MLS from ALA-accredited program; minimum 2 yrs.' experience in technical services, with experience in serials acquisitions preferred; minimum 1 yr. supervisory experience; and familiarity with OCLC or other bibliographic utility. Salary range: $22,000-$24,000. The University of Texas at El Paso is a commuter campus, with 17,300 students and 700 faculty. A modern, 6-floor library building houses a centralized collection of over 800,000 volumes. Library staff consists of 22 professionals, 47 support staff, and 100 student assistants. El Paso, located on the U.S.-Mexico border, offers a bicultural environment, year-round sunshine, mild winter climate, and easy access to Mexico, New Mexico, and Arizona. Send letter of application, resume, and names/phone numbers of 3 references to: **Mary Keckley, Associate University Librarian, University of Texas at El Paso, Library, El Paso, TX 79968-0582; 915-747-5683; fax: 915-747-5327.** Review of applications will begin immediately and continue until the position is filled. The University does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or provision of services.

MONOGRAPH LIBRARIAN. *RESPONSIBLE FOR* cataloging of monographs using a nationwide online system, OCLC (online computer library center). *RESPONSIBLE FOR* managing the preparation of cataloging records for statewide online database and integrated library system. Master's in library science and one yr. library experience required. Experience must have included library automation and cataloging. $22,782 per year, 40 hours per week, 8:00 am to 4:30 pm. Contact: **Louisiana Office of Employment Security, Job Order 68377, 617 St. Charles Ave., New Orleans, LA 70130.**

THEATER/FILM LIBRARIAN, Hamon Arts Library, Southern Methodist University. Bibliographer/reference/user education for theater, film, and dance collections. *REQUIRED:* MLS from ALA-accredited program and commitment to microcomputer and media-based technologies. *Desired:* Theater or film degree and one or more yrs.' full-time experience with academic theater or film library. Salary $21,000-$23,066. Available Dec. 1. **Send application with resume and 3 references by Oct. 31** to: **Tinsley Silcox, Hamon Arts Library, Southern Methodist University, Dallas, TX 75275-0356.** AA, EEO.

For information about job opportunities at the American Library Association, call the ALA Jobline at

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Send this completed application to:

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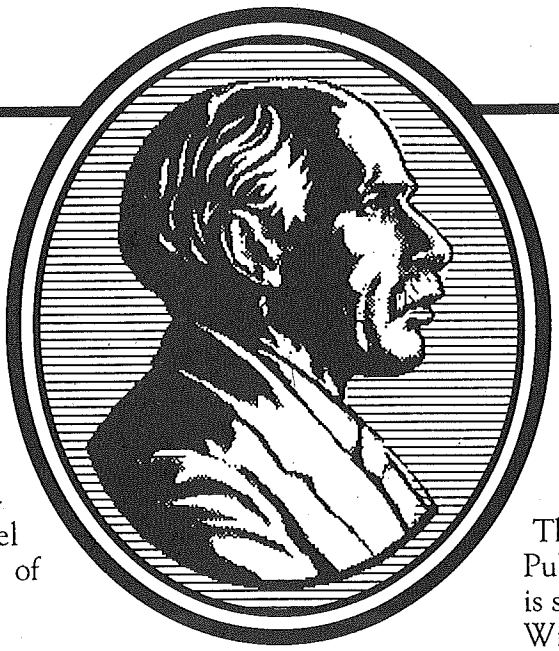
Be a PR Star! enter the

1993 JOHN COTTON DANA LIBRARY PUBLIC RELATIONS AWARDS CONTEST



IF YOU'VE DONE an outstanding job of making your community more aware of your library, the John Cotton Dana Library Public Relations Awards Contest can tell the world about your efforts.

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The John Cotton Dana Award

This award is given for a library's total annual coordinated public relations program, including publicity, programs, advertising, publications, exhibits, special events, promotions, and audio-visual presentations.

The Special Award

The Special Award is given in recognition of a part of your public relations program—a fund-raising campaign, a series of adult or children's programs, or any other special project.

Contest Dates

Entries for the 1993 John Cotton Dana Library Public Relations Awards Contest can reflect any one of the following time frames:

- Calendar year 1992 (January-December)
- School Year 1991/92 (Fall-Spring)
- Special Project which ends in 1992.

The Deadline for entries is February 1, 1993.

Awards Ceremony

Official award citations will be presented to contest winners at the 1993 annual conference of the American Library Association, at a reception hosted by The H.W. Wilson Company.

Sponsorship

The John Cotton Dana Library Public Relations Awards Contest is sponsored jointly by The H.W. Wilson Company and the Public Relations Section of the Library Administration and Management Association, a division of the American Library Association.

To Enter

To request an Information Packet containing contest entry forms, rules and regulations, questions and answers about the awards, a sample of the judges evaluation form, names of the contest judges, and a list of previous winners, please write to: John Cotton Dana PR Awards Contest, The H.W. Wilson Company, 950 University Avenue, Bronx, New York 10452.

ALA COUNCIL VOTING RECORD

At the 1982 ALA Annual Conference, the Council adopted a motion calling for its votes to be recorded in* American Libraries *in "the most economical fashion." The description of the actions taken by the ALA Council at the 1992 ALA Midwinter Meeting in San Antonio, Tex., Jan. 25–30, 1992, and the 1991 ALA Annual Conference in Atlanta, Ga., June 29–July 4, 1991, start on this page. The 1992 Midwinter Meeting vote tally starts on page 775. The 1991 Annual Conference vote tally starts on page 777. Closing debate and such housekeeping motions, plus those actions which were approved by acclamation, do not appear in the tally. Numbers or abbreviations correspond to those listed in the tally. This information was supplied by ALA's Executive Office. Direct questions and comments to: Lois Ann Gregory-Wood, Council secretariat, 800-545-2433, ext. 3205.

1992 MIDWINTER MEETING

COG—Council Orientation Committee: *VOTED,* that the Council Orientation Committee be asked to report at the 1992 Annual Conference on CD#2 (Duties, Responsibilities and General Practices); CD#3 (Rules for ALA Meetings); Guidelines for the Conduct of the Board/Council Information Session; and President Schuman's Letter of January 2, 1992 re Council Agendas.

HMN—Honorary Membership Nomination: *VOTED,* that Council approve Honorary Membership for Joseph Becker.

CD#15 Resolution on Roll Call Voting: *AMENDED,* the Resolved clause, 3rd line, by deleting all words after "the 1992 Midwinter Meeting." *REFERRED,* CD#15 as *AMENDED* and matters pending back to the Publishing Committee for a report at 1992 Annual.

CD#10.1—Definition of One-Year Service Prior to Executive Board Election: *REFERRED,* the Definition of One-Year Service Prior to Executive Board Election back to the Constitution and Bylaws Committee for clarification and resubmission at Annual Conference.

CD#10.2—Direct Election: *VOTED,* that the issue of direct election of all Executive Board members be placed on a general Membership Meeting agenda for discussion at the next Annual Conference.

CD#10.3—BCALA Affiliation: *APPROVED,* the Black Caucus of the ALA's application and request for ALA affiliation.

CD#14.1—Project Century 21: A Research and Action Program for Meeting the Information Needs of Society: *APPROVED* in principle the idea for "Project Century 21" as outlined in Appendix A of CD#14.1.

CD#14.2—SCOLE Statement on Education for Library and Information Studies in U.S. Universities: *VOTED,* that the SCOLE Statement on Education for Library and Information Studies in U.S. Universities be referred back to SCOLE for a report at the Annual Conference.

CD#6.1—Revised Standards for Accreditation 1992: *AMENDED,* the Revised Standards for Accreditation 1992 to include the implementation date of January 1, 1993. Council adopted CD#6.1 as *AMENDED* to include the implementation date.

CD#11—Policy Monitoring Committee: *APPROVED,* the recommendations of the Policy Monitoring Committee contained in CD#11.

CD#19—Committee on Organization Report on SCRIM: *DIVIDED* the motion. *AMENDED* by adding "that SCRIM place a one-year moratorium on all new cases." *AMENDED* by replacing on page 2, 3rd paragraph, 5th line, the word "progress" with the word "final" before the word "report . . . ." *APPROVED,* the main motion as *AMENDED:* "That SCRIM place a one-year moratorium on all new cases while the committee reviews SCRIM policies and procedures relating to employment; and that during this moratorium COO undertake a review of SCRIM involving the chairs of COPES, OLPR Advisory Committee, the Intellectual Freedom Committee, the DPRsC, and SCRIM, with a final report to Council at Midwinter 1993."

CD#30—Resolution on Taxation of Periodical Subscriptions: *VOTED,* that the ALA condemn the taxation of library materials by state governments as an infringement upon the public's right to know by increasing subscription costs, thereby reducing libraries' purchasing power for subscriptions resulting in less accessibility to information; that the Association for Library Collections and Technical Services (ALCTS) continue to monitor this practice by states and keep the library profession advised upon these and similar developments; and that ALA enlist the support of other library associations, interested organizations, and publishers in ending the practice of taxing periodical subscriptions.

CD#31—Selection of Sites for ALA Midwinter and Annual Conferences: *DEFEATED* a motion that once a site has been selected and contract documents have been signed the agreements will be honored unless ALA is informed that the technical requirements can no longer be met, and that these changes become effective at the end of the 1992 Midwinter Meeting.

CD#20—Resolution on WHCLIS II Recommendations Implementation: *AMENDED,* first Resolved clause to read: That the ALA adopt as its top legislative priority issues the following recommendations for the WHCLIS: (1) support the Omnibus Children and Youth Literacy Initiative; (2) support NREN implementation and access for all libraries; and (3) encourage sufficient funding for libraries to aid U.S. productivity. *VOTED,* that the ALA adopt as its top legislative priority issues the following recommendations for the WHCLIS: (1) support the Omnibus Children and Youth Literacy Initiative; 2) support NREN implementation and access for all libraries; and (3) encourage sufficient funding for libraries to aid U.S. productivity; and be it further resolved that the ALA will actively seek opportunities for implementation of other WHCLIS recommendations as *AMENDED.*

CD#20.1—Resolution on the Improvement of the Freedom of Information Act: *VOTED,* that the ALA urge Congress to enact legislation that amends the Freedom of Information Act to recognize explicitly that electronic records are covered under the Freedom of Information Act; provide the public with lists, descriptions, and indices of agency databases; require agencies to make reasonable efforts to provide records in the format requested; provide incentive to agencies for timely response to Freedom of Information Act requests; ensure fee waivers for libraries and other educational institutions, non-profit researchers, authors, and public interest groups; limit the national security, law enforcement, and financial institution exemptions by requiring agencies to prove through judicial or administrative means demonstrable harm that would outweigh the public interest in disclosure; require full review of any proposed Freedom of Information Act legislative exemptions by the Congressional committee with Freedom of Information Act jurisdiction; and that the ALA transmit copies of this to the Senate Judiciary Committee and other appropriate members of Congress.

CD#20.2—Resolution on the Improvement of Information Access Act of 1991: *VOTED,* that the ALA support the following provisions of HR 3459: Requirement for annual agency reports that describe new information products and services; requirement for notice and comment of agency plans to discontinue information products or services; limitation of the incremental costs of dissemination of information products and services to exclude any portion of the cost of collecting, organizing, or processing information; prohibition of royalties and fees for redissemination; standardization of software, file, and record structure; establishment of performance standards under which agencies shall be encouraged to provide access to public records; incorporation of information services as well as information products; protection of access to records stored with technologies that are superseded or utilize obsolete technology; and that the ALA urge that the bill be strengthened so that: the cost of disseminating information products and services should be limited to no more than the incremental costs of any distribution, outside of depository programs, regardless of the channels agencies utilize; dissemination channels reinforce statutory requirements for depository distribution and the role of NTIS as well as offering other channels of distribution; specific mechanisms be instituted which will ensure dialogue concerning public comments; distribution channels assure free or low cost public access to government information; dissemination modes and outlets broaden "useful" access to government information; and that the ALA communicate this resolution to Representative Major Owens, and other appropriate Congressional representatives, with our appreciation for their supportive interest in these issues.

CD#20.3—Resolution Concerning Closing the U.S. Department of Health and Human Services Headquarters Library: *VOTED,* that the ALA protest the closing of the HHS Library and Information Center; and that copies of this resolution be transmitted to the Secretary of Health and Human Services; the Chair of the Federal Library and Information Center Committee, the Library of Congress; the Comptroller General of the United States; and Representative Major Owens.

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CD#20.4—Resolution Concerning the U.S. Office of Management and Budget's Proposed Policy Letter of Contracting Out: *VOTED,* that the ALA urge the U.S. Office of Management and Budget to recognize the intellectual activity, information policymaking, and agency program responsibilities of federal libraries as integral parts of federal agency management teams; and that the ALA urge the Director of the U.S. Office of Management and Budget to remove the term "operation of libraries"from the proposed policy letter published in Volume 56, No. 241 of the *Federal Register,* dated December 16, 1991.

CD#17—Resolution on the Fiftieth Anniversary of the Benjamin Franklin Library: *VOTED,* that the ALA offer its congratulations to the Benjamin Franklin Library and its parent organization, the United States Information Agency, on the occasion of the Library's Fiftieth Anniversary; that the ALA wishes to recognize all the Benjamin Franklin Library staff, past and present, for their many contributions in serving the citizens of Mexico and for promoting goodwill between the United States and Mexico; and further that the ALA wishes the Benjamin Franklin Library continued success as a symbol of the deep and abiding friendship between the people of the United States and Mexico.

CD#19.1-1—Recruitment Assembly: *APPROVED,* the forming of a Recruitment Assembly with the charge: To facilitate communication about activities related to recruiting for the profession among ALA units and other groups; to foster coordination and cooperation of recruitment efforts among ALA units and other groups; to avoid unnecessary duplication and enhance individual and collective recruitment efforts; to develop a multiyear systematic national recruitment plan as outlined in The Decade of the Librarian 1990-2000 and to assist in implementing and monitoring other recruitment strategies outlined in the plan; to expand the "Each One Reach One" network through publicity and involvement; to make recommendations for recruitment policies, programs, publications, or other activities to appropriate bodies; to communicate with other national library/information organizations with an interest in recruitment; to report to and advise the OLPR Advisory Committee and office on issues and activities related to recruitment.

CD#19.1-2—Internship Program: *REFERRED,* the Internship Program issue to the Membership Committee to bring a revised version to Council at Annual Conference.

CD#19.1-3—Definition of Affiliate: *VOTED* to insert the word "successful" between the words "made" and "formal" in line 3 of the definition of Affiliate.

CD#19.1-4—Definition of Task Force: *DEFEATED* a motion that in the 3rd line of the definition of Task Force, the word "shall" be substituted for the word "may." *ACCEPTED,* the original motion on the definition of Task Force be accepted, which reads: "A task force is an action-oriented membership group whose charge is to address specific goals, complete a specific task, or to consider a particular issue. There may be a designated time frame defined by the nature of the task or set forth in the function statement. Functions of a task force may include the following: (1) gathering information and making recommendations; (2) studying an issue and preparing a report; (3) carrying out a specific project or activity; (4) conducting programs at conferences; and (5) establishing committees or other sub-units."

DDG—Definition of Discussion Group: *VOTED,* that the Committee on Organization examine and report back on defining "Discussion Group."

CD#48—Independent Contractor Policy: *ADOPTED,* the Independent Contractor Policy.

CD#63—Policy Monitoring Committee Report: *ADOPTED,* the CD#63 Policy Monitoring Committee Report and Action Items 4-6.

CD#49—Preservation Policy: *ADOPTED,* the Preservation Policy.

CD#50—ALA Planning Committee: *VOTED,* to ratify the Library Personnel Resources Strategic Plan as outlined in CD#50.

CD#43.2—Return of the United States to UNESCO: *VOTED,* that the ALA urge the return of the United States to UNESCO as soon as possible; and be it further resolved that the ALA request its members to contact their U.S. Representatives and Senators in Washington, D.C. suggesting that it is in the national interest for the U.S. educational, library, and information communities to rejoin UNESCO; and be it further resolved that copies of this resolution be sent to the White House, the U.S. Secretary of State; and members of the U.S. Foreign Relations Committee, the U.S. Ambassador to the United Nations, the UNESCO Director-General, and the United Nation's Secretary General.

CD#43—Libraries as Partners in Meeting Basic Learning Needs Report: *ADOPTED,* the Libraries as Partners in Meeting Basic Learning Needs Report.

CD#43.1—Libraries as Partners in Meeting Basic Learning Needs Resolution: *VOTED,* that IFLA accept the document "Libraries as Partners in Meeting Basic Learning Needs"; and be it further resolved that IFLA in conjunction with IFLA association and institutional members, UNESCO PGI, NGOs, and other appropriate organizations, plan for distribution of the document to participants of the Jomtien World Conference, IFLA association, institutional and individual members; and be it further resolved that IFLA plan for a global forum on libraries as partners in providing basic education and meeting basic learning needs; and be it further resolved that IFLA in conjunction with IFLA association members, UNESCO PGI, NGOs, and other appropriate organizations further develop a network to alert librarians around the world to be advocates for the ratification and implementation of the documents in their respective countries.

CD#43.3—Censorship in the Middle East Including Library Closure: *AMENDED* by striking the three references to "occupied territories." *ADOPTED AS AMENDED,* that the ALA objects to the censorship of books and informational materials throughout the Middle East, including the closure of libraries; and be it further resolved that the ALA encourages all parties with interests in the Middle East to seek and find a proper balance between the protection of human rights and the need to ensure security for all inhabitants.

CD#62.1—Revised Free Access to Libraries for Minors LBR Interp.: *DEFEATED* motion to *AMEND* the examples of denial of equal access in CD#62.1 be appended to the statement instead of forming part of the statement. *AMENDED* by deleting everything following the words: "Librarians and governing bodies must uphold this principle in order to provide adequate and effective service to minors," lst paragraph, page 2. *ADOPTED,* Revised Free Access to Libraries for Minors Library Bill of Rights Interpretation as *AMENDED.*

CD#62.2—Meeting Rooms LBR Interp.: *ADOPTED,* Meeting Rooms Library Bill of Rights Interpretation.

CD#62.3—Exhibit Spaces and Bulletin Board LBR Interp.: *ADOPTED,* Exhibit Spaces and Bulletin Board Library Bill of Rights Interpretation.

CD#62.4—Policy Concerning Confidentiality of Personally Identifiable Information About Library Users: *ADOPTED,* Policy Concerning Confidentiality of Personally Identifiable Information About Library Users.

CD#68—Resolution on Exhibits No-Conflict Time: *VOTED,* that the Resolution on Exhibits No-Conflict Time be *REFERRED* to the Exhibits Round Table, Committee on Program Evaluation and Support, Treasurer, Divisions, and other involved units.

CD#69—ALA Policy on Literacy: *AMENDED* paragraph 2, sentence 2, by substituting the word "pioneer" for the word "equal." By consent the wording was changed to read "As pioneer and equal partners in the national literacy movement, . . ." *ADOPTED,* the Policy on Literacy as *AMENDED.*

MD#1—Restoration of Library Services to Afghanistan by the Soviet Union: *AMENDED,* the 3rd Whereas, 2nd line, by striking "under the guise of its puppet regime in Kabaul" and replace with "through its regime in Kabaul." That the 1st Resolved, last two lines beginning "condemning" and ending with ". . . Soviet Union," be replaced with: "calling on the Soviet Union to make real the popularly perceived objectives of Perestroika and Glasnost." That the 3rd Resolved, 3rd line after "UNESCO," insert "IFLA, Soviet Library Association." *ADOPTED,* MD#1 Resolution on Restoration of Library Services to Afghanistan by the Soviet Union as *AMENDED.*

MD#2—Recommendations in Treasurer's Report: *ADOPTED,* Membership's request that the Executive Board carefully consider the three recommendations presented at the end of the Treasurer's Report on the operating reserve, reconsider the need for a chief financial officer, and the development of guidelines for discontinuing revenue generating programs.

CD#62.6—Revised Regulations, Policies and Procedures Affecting Access to Library Resources and Services LBR Interp.: *ADOPTED,* the Revised Regulations, Policies and Procedures Affecting Access to Library Resources and Services.

CD#62.7—Revised Restricted Access to Library Materials LBR Interp.: *ADOPTED,* the Revised Restricted Access to Library Materials Library Bill of Rights Interpretation.

CD#62.8—Resolution on Revision of a Smithsonian Institution Exhibition: *VOTED,* that the ALA urge the U.S. Senate Appropriations Committee to fund the Smithsonian Institution and similar institutions regardless of the point of view of the artist or exhibition; and be it further resolved that the ALA support the exhibition curators and gallery administration in resisting pressure to revise text because of controversy and/or pressure about the viewpoint expressed in the exhibition's content; and be it further resolved that copies of this resolution be transmitted to members of the U.S. Senate Appropriations Committee; Senator Ted Stevens of Alaska; Senator Slade Gorton of Washington; William Truettner, Exhibit Curator; John Frohnmayer, Director of the National Endowment for the Arts; Wilbur L. Ross, Jr., Chair of the National Museum of American Art Advisory Commission; and Robert McC. Adams, Secretary of the Smithsonian Institution.

CD#62.10—Resolution Against Pornography Victims Compensation Act: *VOTED,* that the ALA oppose the Pornography Victims Compensation Act; and be it further that the ALA support the rights of libraries to select for and circulate from their collections any constitutionally protected work they may legally acquire; and be it further that a copy of this resolution be sent to the Senate Judiciary Committee, Senator Joseph Biden, Chair.

CD#61.12—Resolution Supporting Access to Information on Family Planning and Abortion: *VOTED,* that the ALA reaffirm the responsibility of librarians to provide access to all information relat-

ing to family planning, abortion, and other issues regardless of viewpoint; and be it further resolved that the ALA reaffirm its opposition to attempts at any level of government to restrict access to such information in violation of the Library Bill of Rights; and be it further that a copy of this resolution be sent to the Secretary of Health and Human Services, the American Medical Association, the President of the College of Obstetricians and Gynecologists, and appropriate Congressional bodies.

CD#77—Resolution on Higher Education Act Reauthorization: *VOTED,* that the ALA reaffirms its support of reauthorization of the Higher Education Act with the following components: Title II-A, College Library Technology and Cooperation Grants. Replace the current grants for college library resources with a reinvigorated program of technological and cooperative assistance, building on the current II-D, with a priority for developing institutions seeking to link one or more institutions to resource sharing networks. Encourage linkages to the Internet/NREN. Title II-B, Library Education, Research, and Development. Continue the current program of graduate fellowships and other educational assistance with emphasis on areas of critical needs such as recruitment and retention of minorities. Continue the research and demonstration program. Require consultation with library and information science professional bodies in the determination of research priorities and critical needs in library education. Title II, Improving Access to Research Library Resources. Continue current program with emphasis on projects related to the Internet/NREN; and encourage interinstitutional cooperation in collection development. Also recommended: Continue other academic libraries. Title IV-C, Student Assistance, Work Study Programs. Increase the ratio of federal financial support to work-study students. Continue and emphasize the eligibility of academic libraries as a student workplace site. Title VI, International Education Programs, Part A, Sec. 607, Periodicals and Other Research Materials Published Outside the United States. Expand this section to include other research materials in addition to periodicals, and clarify that the intent is to make such materials widely available to researchers and scholars. Title VII, Construction, Reconstruction, and Renovation of Academic Facilities. Continue the eligibility of libraries. Add eligibility for projects that ensure library and research facilities that will efficiently and adequately support the use of all new technologies including use by the disabled and those enrolled in distance learning, as well as facilities that promote preservation of library materials.

CD#77.1—Resolution on HR2771-GPO WINDO: *VOTED,* that the ALA urge Congress to recognize that the GPO WINDO would provide a needed focus and allow broad, reasonable, online public access to government information in electronic formats through a variety of channels, including the Depository Library Program; and be it further resolved that the ALA urge Congress to enact the GPO Wide Information Network for Data Online (WINDO) Act of 1991 (HR 2772); and be it further that this resolution be transmitted to the appropriate committee of Congress.

CD#77.2—Resolution on Historical Records of United States Foreign Relations: *VOTED,* that the ALA support the systematic declassification of all 30-year-old State Department records to ensure access to these documents; and be it further resolved that the ALA support Congressional action to preserve the integrity and completeness of the historical record contained in *Foreign Relations of the United States;* and be it further resolved that the ALA urge its members to support these actions by contacting members of the Senate Foreign Relations Committee and the House Foreign Affairs Committee; and be it further resolved that copies of this resolution be forwarded to members of the Senate Foreign Relations Committee and the House Foreign Affairs Committee.

CD#77.3—Resolution on Fees Redissemination of Government Information: *VOTED,* that the ALA urge the United States Congress to delete Section 2(d)(1)(B) of HR 534 which requires royalty-like fees for secondary distribution, and therefore be it further that the ALA encourage members of the U.S. Congress to reaffirm their commitment to the equitable dissemination of government information in all formats to the American people.

CD#77.4—Resolution on Reauthorization of the Paperwork Reduction Act: *VOTED,* that the ALA communicate to the sponsors of any bills to reauthorize the Paperwork Reduction Act (PRA) that their bills should have provisions that: recognize the importance of public information as a valuable public good and the government's responsibility to ensure the free flow of government information to the public; affirm the public's right to equal, equitable, and ready access to government information; establish the affirmative obligation of government agencies to disseminate information, regardless of format, and in ways which maximize its usefulness; require government agencies to assume an affirmative obligation to distribute government information, regardless of format, through the Depository Library Program; provide greater public accountability for OMB and agency decision making; require agencies to utilize the Government Printing Office (GPO) for the production and dissemination of information products and services; and, be it further resolved that these bills also include provisions that: retain in Congress overall information dissemination authority and strengthen Congressional oversight responsibility; continue the reliance on checks and balances on the power to make and implement information policy; ensure that responsibility for implementing government information policies remains with the head of each federal agency, rather than the OMB; guarantee that public access to electronic government information is provided through depository libraries; ensure that any fee the government charges for acquiring or using government information be less than or limited to the marginal cost of dissemination; affirm that government information should be in the public domain; strengthen the government's obligation to archive and preserve government information, regardless of formats; protect the privacy rights of individuals and groups from unwarranted government intrusion; require federal agencies to disseminate government information to the public, regardless of format, complete with software, indexes, and documentation needed to facilitate the usefulness and public access to government information; establish no restrictive factors to be considered by an agency in determining how to carry out its public information dissemination functions, particularly if the factors require consideration of equivalent public or private information products or services, denigrate the role of the government agency, and elevate the role of the private sector at the expense of the public; assure that public notice of agency plans to change dissemination policies precede any review by the OMB; limit the reauthorization of the Paperwork Reduction Act to two years; and, be it further resolved that copies of this resolution be transmitted to the appropriate Congressional committees and federal officials.

CD#77.5—Resolution on Youth Services: *VOTED,* that the ALA recognizes that the future of libraries and of society itself depends upon the preparedness of youth to carry adult responsibilities for business, government, parenthood, and other leadership. Children and young adults cannot fulfill their potential or that of society without high quality library opportunities through both public and school libraries. ALA is committed to the support and development of resources and services for children and young adults through both school and public libraries.

CD#70—Committee on Organization on the Preservation Policy: Motion to approve COO's recommendation #4 to establish an ALA Special Committee on Preservation was *SUBSTITUTED. APPROVED* substitute motion that the Preservation Policy be *REFERRED* to ALCTS for implementation including involvement of other ALA units with a report due back in 2 years. The ALCTS Preservation of Library Materials Section (PLMS) will also review its charge in light of the COO report. *DEFEATED* motion to *RECONSIDER* Item #1 re the language addition to the Appendix on Terminology under Subcommittees of ALA Committees.

CD#64—Committee on Program Evaluation and Support (COPES) Report: *VOTED,* that Council refer review of SCRIM's operation to COO for report at the 1992 Midwinter Meeting.

CD#58—ALA Standing Committee on Library Education Recommendations for Implementation of the ALA Special Committee on Library School Closings Report: *DEFEATED* substitute motion to adopt CD#58. *APPROVED* Items 3 and 5 of CD#58, p.12: 3: Work to improve federal funding for library education and research. 5: Make certain that the upcoming White House Conference on Library and Information Services addresses the issue of education for library and information service. *REFERRED* CD#58 to the SCOLE for a comprehensive plan to be presented at the 1992 Midwinter Meeting.

CD#67—Resolution on Library Loan Reduction: *VOTED,* that the ALA Washington Office be directed to lobby Congress and the U.S. Department of Education for prompt legislative action that would make public and community college librarians serving low-income communities eligible for the same loan reduction programs as teachers and school librarians, under the Higher Education Assistance Act of 1965, as amended.

CD#71—Resolution to Retain ALA Video and Special Projects: *DEFEATED* motion that the Video and Special Projects unit be retained as a program and service unit of ALA, divested of its production oversight responsibilities, and with funding appropriate to its revised charge.

CD#72—Resolution in Support of the Library of Congress Cataloging-in-Publications Program: *VOTED,* that the ALA urge the continued full financial support and expansion of the Library of Congress Cataloging-in-Publication program.

CD#73—Resolution for WHCLIS II on Library Education: *AMENDED* first Resolved, third line to insert the words "of new money" after the word "million." Further *AMENDED* the first Resolved, first sentence to read "That ALA recommend . . ." and to change "Title II" to "Title IIB." *ADOPTED as AMENDED,* that ALA recommend that WHCLIS II recommend reauthorization of the Higher Act Title IIB Library Programs and its funding at a level of at least $5 million of new money in the federal budget a year over the next decade, and be it further that the ALA direct President Patricia Glass Schuman to present this resolution and urge its passage at WHCLIS II.

CD#75—Directions and Program Review Subcommittee (DPRsC) Report on the ALA Special Committee on the Election Process: *VOTED,* that the DPRsC Report on the ALA Special Committee on Election Report be postponed to the first item of Council business at the 1992 Midwinter Meeting.

CD#79—Coordinating Committee on Freedom and Equality of Access to Information Report on the Poor People's Services Policy: *ACCEPTED* the Committee's two recommendations: (1) That the fifteen Policy directives of the Poor People's Services Policy be included in the next revision of the ALA Policy Manual, and (2) That the Executive Board ask the OLOS Advisory Committee to determine how to implement the new policy and bring a recommendation to the Board by the 1992 Annual Conference.

1992 Midwinter Meeting

COUNCIL ATTENDANCE AND VOTE RECORD

y= yes x = present E = excused A = absent
n = no — = no vote recorded
T = travel commitment a = abstain

Housekeeping votes (extend meeting, close debate, adjourn) are not listed in the tally.

	Meeting I	Meeting II	Meeting III	COG	HMN	CD#15-A	CD#15-R	CD#10-1	CD#10-2	CD#10-3	CD#14.1	CD#14.2	CD#6.1	CD#11	CD#19-D	CD#19A-1	CD#19A-2	CD#19	CD#30	CD#31	CD#20A	CD#20	CD#20.1	CD#20.2	CD#20.3	CD#20.4	CD#17	CD#19.1-1	CD#19.1-2R	CD#19.1-3	CD#19.1-4A	CD#19.1-4	DDG
ACOSTA, Lydia	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	n	n	n	y	n	y	y	y	y	y	y	y	y	n	y	n	y
ANDERSON, Lynette	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
ASHLEY, Roger	x	x	x	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y
ATKINSON, Ross	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
BAKULA, Patricia	x	x	x	y	y	y	y	y	y	y	—	—	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	n	y	—
BALCOM, Kathleen	x	x	x	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	a	y	y	y	n	y	—	y
BASONE, Darlene	x	x	x	y	y	y	y	y	n	y	y	y	y	y	—	y	—	—	—	n	y	y	y	y	y	y	y	y	n	y	n	y
BEARD, Charles	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y
BEARMAN, Toni	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y
BEHRMAN, Sara	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BIBLO, Mary	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	—	y
BINGHAM, Rebecca	x	x	x	—	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
BLACKMAN, Betty	x	x	x	y	y	y	y	y	n	y	—	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
BOISSE, Joseph	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
BOLT, Nancy	x	x	x	—	y	y	n	y	n	y	y	y	y	—	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
BONNELL, Pamela	—	x	x	—	y	y	n	y	n	y	y	y	y	y	n	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	n	y
BRELAND, June	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
BROWN, Florence	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
BROWN, Tom	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
BRYNTESON, Susan	x	x	x	y	y	y	n	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
BUCK, Richard	x	x	x	y	y	n	y	y	y	y	y	y	y	y	n	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
CABALLERO, Cesar	x	x	x	—	y	a	y	y	y	y	y	y	y	y	n	n	y	y	y	n	a	y	y	y	y	y	y	y	y	y	y	y
CAIN, Carolyn	x	x	x	y	y	y	y	y	n	y	—	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	—	y	n	y	—	y
CASEY, Daniel	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
CASSELL, Kay	x	x	x	y	y	n	y	y	y	y	y	y	y	y	a	n	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
CHAPARRO, Luis	x	x	x	y	y	a	y	y	y	y	—	y	y	y	—	—	—	y	—	—	y	—	y	y	y	y	y	y	y	y	n	y
CHEN, Ching-chih	x	x	x	—	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	—	n	y
CLARK, Marilyn	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	—	n	y
CONABLE, Gordon	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y	n	y	y	y	y	y	y	y	y	n	—	y	y
COOPER, Ginnie	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	—	n	y
CUBBEDGE, Frankie	x	x	x	n	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
CUMMINS, Julie	x	x	x	y	y	a	y	n	n	y	y	y	y	y	y	n	y	n	y	n	y	y	y	y	y	y	—	y	n	y	n	y
DANIEL, Carolyn	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	—	n	y	y	y	y	y	y	y	y	n	y	n	y
DANIELS, Bruce	x	x	x	y	—	y	y	y	y	y	y	y	y	y	—	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
DAY, J. Dennis	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	y	—	y
DELOACH, Marva	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
DOUGHERTY, Linda	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
DOUGHERTY, Richard	x	x	—	y	y	y	y	y	n	y	—	—	—	—	y	n	y	y	y	n	+	—	—	—	—	—	—	—	—	—	—	—
DRESANG, Eliza	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	—	y	y	y	y	y	y	y	y	y	y	n	y
DRESCHER, Judith	x	x	x	y	y	—	y	n	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	n	n	y
DROUGHT, Carol	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
DUBBERLY, Ronald	x	x	—	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	—	—	—	—	—	—	—	—	—	—	—	—	—	—
EAGLEN, Audrey	x	x	x	y	y	n	y	y	y	y	y	y	y	y	n	a	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
EASTMAN, Ann	x	x	x	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	a	y	y	y	y	y	y	y	n	y	n	y
FARRINGTON, Jean	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	y	n	—	n	n
FEYE-STUKAS, Jan	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
FRANKLIN, Hardy	x	x	x	—	y	y	n	—	y	y	y	y	y	y	—	—	—	—	—	—	y	y	y	y	y	y	y	y	y	n	—	y
FRANKLIN, Robert	x	x	x	—	a	y	y	y	y	y	y	y	y	y	n	n	n	y	y	n	a	y	y	y	y	y	y	y	n	y	y	y
FUTAS, Elizabeth	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
GARD, Betty	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	—	y	n	y	n	y
GATTIN, Leroy	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
GOLDBERG, Susan	x	x	x	y	y	y	n	y	n	y	y	y	y	—	—	—	—	—	—	—	y	y	y	y	y	y	y	y	n	y	n	y
GONIWIECHA, Mark	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
GORDON, Ruth	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y
GORMAN, Michael	x	E	E	y	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
GREGGS, Elizabeth	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y
GREGORY, Mary	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	y	y	y	—	y
GRIFFEN, Agnes	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	—	a	y	y	y
GUERENA, Salvador	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y
HALEY, Anne	x	x	x	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	a	y	y	y	y	y	—	y	y	y	y	y
HALL, Blaine	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	—	y	y	y	—
HEHMAN, Tom	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y
HELLARD, Ellen	x	x	x	—	y	n	y	y	y	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y
HENINGTON, David	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y
HERSBERGER, Rodney	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y
HILDEBRAND, Carol	x	x	x	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	n	y
HILL, Janet	—	x	x	—	y	y	y	n	—	y	y	y	y	y	y	n	y	y	y	n	n	y	y	y	y	y	—	y	y	y	—	y
HOADLEY, Irene	x	x	x	y	—	y	y	—	y	y	y	y	y	y	—	y	y	y	y	n	n	y	y	y	y	y	y	a	y	y	a	y
HOGAN, Patricia	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	n	—
HOGAN, Sharon	x	x	x	y	y	y	y	—	n	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	n	y
HOLLAND, Paul	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	n	y
HOLLEY, Robert	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	n	n	y	n	n	y	y	y	y	y	—	y	n	y	n	y
HORROCKS, Norman	x	x	x	y	—	y	y	n	a	y	y	y	y	y	y	n	y	n	—	n	n	y	y	y	y	y	y	y	y	y	y	y
HUNT, Mary	x	x	x	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	n	y
IMHOFF, Kathleen	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
JACOBS, Terri	x	x	x	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
JOHNSON, Carol	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	—	y	n	y	n	y
JOHNSON, Judy	x	x	x	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y
JOHNSON, Marietta	x	x	x	y	y	a	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
JONES, Winona	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
JONES-EDDY, Julie	x	x	x	—	y	y	y	—	y	y	—	—	y	y	y	y	y	y	—	y	y	y	y	y	y	y	—	y	y	y	—	y
JOSEY, E.J.	x	x	x	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	—	n	y	y	y	y	y	y	y	y	y	y	—	y
KADANOFF, Diane	x	x	x	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
KARR, Juanita	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y
KEEFE, Elizabeth	x	x	x	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y
KILLEEN, Erlene	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y

1992 Midwinter Meeting

COUNCIL ATTENDANCE AND VOTE RECORD

y= yes x = present E = excused A = absent
n = no — = no vote recorded
T = travel commitment a = abstain

Housekeeping votes (extend meeting, close debate, adjourn) are not listed in the tally.

	Meeting I	Meeting II	Meeting III	COG	HMN	CD#15-A	CD#15-R	CD#10-1	CD#10-2	CD#10-3	CD#14.1	CD#14.2	CD#6.1	CD#11	CD#19-D	CD#19A-1	CD#19A-2	CD#19	CD#30	CD#31	CD#20A	CD#20	CD#20.1	CD#20.2	CD#20.3	CD#20.4	CD#17	CD#19.1-1	CD#19.1-2R	CD#19.1-3	CD#19.1-4A	CD#19.1-4	DDG
KIMMEL, Margaret	x	x	x	y	—	y	y	y	y	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
KIRKPATRICK, Margaret	x	x	x	—	y	y	y	y	n	y	—	y	y	y	y	y	y	y	—	n	y	y	y	y	y	y	y	y	y	y	y	y	y
KLIPSCH, Pamela	x	x	x	y	y	y	n	y	y	y	y	y	y	y	n	y	y	n	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
KRANICH, Nancy	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
LANGELIER, Patricia	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	—	y	y	y	y	y	y	y	y	y	y	y
LAUGHLIN, Sara	x	x	x	y	y	y	y	y	y	y	—	—	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
LEBARRON, Suzanne	x	x	x	—	y	n	y	y	y	y	y	y	y	—	n	n	n	y	y	n	—	y	y	y	y	y	y	—	—	—	—	—	—
LEE, Hwa-Wei	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LEISNER, Tony	x	x	x	y	—	y	n	n	y	y	—	y	y	y	—	—	—	—	—	—	y	y	y	y	y	y	y	y	n	y	n	a	y
LOWE, Joy	x	x	x	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
LYNCH, Beverly	x	x	x	y	y	a	y	y	n	y	y	y	y	y	—	y	n	y	y	n	y	y	y	y	a	y	y	y	y	—	y	y	y
MCCAULEY, Hannah	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MCCONNELL, Elaine	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y
MCLEOD, Marilyn	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
MALINCONICO, S. Michael	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MARGOLIS, Bernard	x	x	x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
MARKUSON, Carolyn	x	—	—	y	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MARSHALL, Nancy	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
MARTIN, Susan	x	x	x	y	y	y	y	y	y	y	—	y	—	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	y
MATTHEWS, Stephen	x	x	x	y	y	a	y	n	n	y	y	—	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
MEYERS, Judith	x	x	—	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	—	n	y	y	y	y	y	y	—	y	y	y	n	y	y
MIELKE, Linda	x	x	x	y	y	y	n	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	—
MILLER, Marilyn—Assistant Presiding Officer																																	
MILLS, Fiolina	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MINUDRI, Regina	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
MORITA, Ichiko	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
MOSHER, Paul	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y
NEGRO, Toni	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
NELSON, Judy	x	x	x	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	n	y	y
NEWLEN, Robert	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
NICHOLS, Margaret	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y
NOAH, Carolyn	x	x	x	y	y	y	y	y	y	y	y	y	y	y	—	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
O'BRIEN, Patrick	x	x	x	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y	—	n	y	y	y	y	y	y	y	y	y	y	n	y	y
PAPAI, Beverly	x	x	x	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
PEGUESE, Charles	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
PERRY, Susan	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
PIKE, Lee	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
PRIDHAM, Sherman	x	x	x	y	y	a	y	y	n	y	y	y	a	y	a	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
PRITCHARD, Sarah	x	x	x	y	y	a	y	y	y	y	y	y	y	y	n	n	y	y	y	n	a	y	y	y	y	y	y	y	y	a	n	y	y
RADER, Hannelore	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
RAZER, Bob	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
REED, Sally	x	x	x	y	y	a	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
REICHEL, Mary	x	x	x	y	—	—	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	a	n	y	y
RETTIG, James	x	—	x	y	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	y	y	y	y	y	y	y	y	y	y	n	y	y
RIGGS, Donald	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	a	y	y	n	y	y	y	y
ROBBINS, Jane	x	x	x	y	—	y	y	a	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	n	y	y
ROBERTS, Donna	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
ROBERTS, William	x	x	x	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	a	y	y	y	y	y	y	y
ROBINSON, Charles	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y
ROHLF, Robert	x	x	x	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y
SAGER, Rochelle	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
SCHLESINGER, Deborah	x	x	x	y	y	y	n	n	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SCHUMAN, Patricia—Presiding Officer																																	
SCILKEN, Marvin	x	x	x	—	y	y	y	y	n	y	y	y	y	y	y	y	a	y	y	n	a	a	y	y	y	y	y	y	y	y	y	y	y
SELVERSTONE, Harriet	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SESSIONS, Judith	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	n	n	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
SHERMAN, Mary	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SHAPIRO, Beth	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SMITH, Patricia	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	n	y	y
SNIDER, David	x	x	—	y	y	n	y	y	y	y	—	—	—	—	—	—	—	—	—	—	y	y	y	y	y	y	y	—	—	—	—	—	—
SOMERVILLE, Mary	x	x	x	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SORENSEN, Richard	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
STEPHAN, Sandra	x	x	x	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	—	—	y	y	y	y	y	y	y	y	y	y	n	y	y
STOFFLE, Carla	x	x	x	y	y	y	y	—	n	y	y	y	y	y	—	y	y	n	y	n	y	y	y	y	y	y	y	—	y	y	n	y	y
STRIPLING, Barbara	x	x	x	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
SYMONS, Ann	x	x	x	—	y	y	y	y	n	y	y	y	y	—	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
TERWILLEGAR, Jane	x	x	x	—	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
TREZZA, Alphonse	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
TUROCK, Betty	E	E	E	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
VAN ORDEN, Phyllis	x	x	x	y	y	y	y	y	n	y	y	y	y	y	—	—	—	—	—	—	y	y	y	y	y	y	y	y	y	y	n	y	y
WAKASHIGE, Benjamin	x	x	x	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
WARNER, Gail	x	x	x	y	y	n	y	n	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
WATSON-BOONE, Rebecca	x	x	x	—	—	y	y	n	y	y	y	y	y	y	—	—	—	—	—	—	y	y	y	y	y	y	y	y	y	y	n	y	y
WEAVER, Barbara	x	x	x	y	y	—	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WEBB, Barbara	x	x	x	y	y	y	n	y	n	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	y	y	y
WHITE, Herbert	x	x	x	y	y	y	n	y	n	y	y	y	y	y	n	n	y	y	y	a	y	y	y	y	y	y	y	y	y	y	a	y	y
WHITNEY, Karen	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	—	n	y	y
WILLIAMS, J. Linda	x	x	x	y	y	y	y	y	n	y	y	y	y	—	—	—	—	—	—	—	y	y	y	y	y	y	y	y	n	y	n	y	y
WILSON, Lizabeth	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	a	y	y
WOJEWODZKI, Catherine	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	—	y	n	a	n	y	y
WOOD, Linda	x	x	x	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	n	y	y
WOOLS, Blanche	x	x	x	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	n	y	y
YEE, Florence	x	x	x	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
YOUNG, Diana	x	x	—	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	n	y	n	y	y
ZIMMERMAN, Glen	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y

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	Meeting I	Meeting II	Meeting III	CD#48	CD#63	CD#49	CD#50	CD#43.2	CD#43	CD#43.1	CD#43.3A	CD#43.3	CD#62.1AA	CD#62.1A	CD#62.1	CD#62.2	CD#62.3	CD#62.4	CD#68PP	CD#69A	CD#69
ACOSTA, Lydia A.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
ASHLEY, Roger S.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
BEARD, Charles E.	x	x	x	y	y	y	y	y	y	—	y	y	y	n	y	y	y	—	y	y	—
BEARMAN, Toni Carbo	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BEHRMAN, Sara T.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y
BERGER, Patricia Wilson	x	x	x	y	y	y	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y
BIBLO, Mary	x	x	A	a	—	—	y	y	a	a	n	a	y	n	y	y	y	y	y	n	y
BINGHAM, Rebecca T.	x	x	x	—	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
BLACKMAN, Betty J.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
BOISSE, Joseph A.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
BOLT, Nancy	x	x	x	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
BONNELL, Pamela Gay	x	x	x	y	y	—	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
BOUGHTON, Lesley D.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
BRETTSCHNEIDER, Sharon E.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	—	y	y
BROWN, Florence S.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
BRYNTESON, Susan	x	x	x	y	y	y	y	y	—	y	y	y	y	n	y	y	y	y	y	y	y
BUCK, Richard M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
BUCKLEY, Jr., Francis J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CABALLERO, Cesar	x	x	x	y	y	y	y	y	y	y	a	y	y	y	y	y	y	—	—	—	—
CAIN, Carolyn L.	A	x	x	—	—	—	y	y	y	y	n	y	y	n	y	y	y	y	y	y	y
CASSELL, Kay A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CHEN, Ching-chih	A	x	x	—	—	—	y	y	y	y	—	y	n	y	y	y	y	y	y	y	y
CHRISTENSON, John D.	x	x	x	—	y	y	y	y	—	—	y	y	n	n	—	y	y	y	y	n	y
CLARK, Marilyn	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
CLOW, Faye	A	x	x	—	—	—	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y
COOPER, Ginnie	x	x	x	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	y	y	y
CUBBEDGE, Mrs. Frankie H.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y
CUMMINS, Julie A.	x	x	x	a	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	n	y
DANIEL, Carolyn C.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DANIELS, Bruce E.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DAY, J. Dennis	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	—	—	—
DELOACH, Marva L.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
DOUGHERTY, Linda Anne	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
DOUGHERTY, Richard M.—Presiding Officer																					
DROUGHT, Carol	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
DUBBERLY, Ronald A.	x	x	x	—	y	y	n	a	y	y	—	—	—	—	—	—	—	—	—	—	—
EASTMAN, Ann Heidbreder	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ECHLEMAN, Shirley T.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
FORMAN, Jack	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	—
FRANCO, Elaine A.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
FRANKLIN, Hardy R.	x	x	x	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y	—	—	—
FRANKLIN, Robert	x	x	x	y	y	y	y	y	y	y	n	y	n	n	y	y	y	y	y	y	y
GARD, Betty	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	—
GATTIN, Leroy M.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	—
GOLDBERG, Susan S.	x	x	x	y	y	y	n	y	y	y	y	y	n	y	n	y	y	y	y	y	y
GONIWIECHA, Mark	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	—	—	—	—	—	—
GREAVES, Jr., F. Landon	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y
GREENBERG, Marilyn W.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
GREGGS, Elizabeth M.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
GRIFFEN, Agnes M.	x	x	x	y	y	—	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y
GUERENA, Salvador	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
HALEY, Anne E.	x	x	x	y	y	y	y	y	y	y	n	y	—	—	—	—	—	—	—	—	—
HALL, Blaine H.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
HASELWOOD, Eldon La Verne	x	x	x	y	y	y	y	y	y	y	y	y	n	—	—	—	—	—	—	—	—
HELLARD, Ellen G.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	n	y	y	y	y	y	y
HENINGTON, David M.	x	x	x	—	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
HERSBERGER, Rodney M.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	y
HILDEBRAND, Carol	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y
HILL, Janet Swan	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	—	n	y
HOADLEY, Irene B.	x	x	x	y	y	y	a	y	y	y	y	y	n	y	y	y	y	y	y	n	y
HOGAN, Patricia M.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
HOGAN, Sharon A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
HOLLAND, Jr., Paul E.	x	x	A	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
HORROCKS, Norman	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
HUNT, Mary Alice	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
IMHOFF, Kathleen R.T.	x	x	x	y	y	y	a	y	y	—	n	y	y	y	y	y	y	y	y	y	y
IVY, Barbara A.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
JOHNSON, Judy	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
JONES, Winona	A	x	x	—	—	—	y	y	y	—	y	y	y	n	y	y	y	y	y	y	y
JONES-EDDY, Julie	x	x	x	y	y	y	y	y	y	—	y	y	y	n	y	y	y	y	y	y	y
JOSEY, E. J.	x	x	x	y	y	y	y	y	y	—	y	y	y	n	y	y	y	y	y	y	y
KADANOFF, Diane Gordon	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
KARR, Juanita P.	x	x	x	y	y	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	y
KELLMAN, Amy	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y
KILLEEN, Erlene Bishop	x	x	x	y	y	y	y	y	y	y	y	y	n	—	y	y	y	y	y	n	y
KIMMEL, Margaret M.	x	x	x	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y	y
KIRKPATRICK, Margaret L.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y
KNAUFF, Elisabeth S.	A	x	x	—	—	—	y	y	y	y	y	y	a	n	y	—	—	—	y	n	y
KRANICH, Nancy C.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	n	y
LANGELIER, Patricia A.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y
LEBARRON, Suzanne J.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
LEE, Hwa-Wei	x	x	A	y	y	y	y	y	y	y	n	y	n	n	y	y	y	y	y	y	y
LEISNER, Tony	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
LEWIS, George R.	x	x	A	y	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y
LYNCH, Beverly P.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	x	y	y	y	y	y
LYNDEN, Frederick C.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	—	—	—	y
MCCAULEY, Hannah V.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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MCCONNELL, Elaine H.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	y
MCGOWAN, Sarah M.	x	x	x	y	y	y	y	y	y	y	y	y	y	a	a	y	y	y	y	y	y	y
MCLEOD, Marilyn A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y
MALINCONICO, S. Michael	x	x	x	y	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y
MARGOLIS, Bernard	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
MARKUSON, Carolyn	x	x	x	y	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y
MARSHALL, Nancy	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
MARTIN, Beverly	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
MARTIN, Susan K.	x	x	A	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y	y
MATTHEWS, Stephen L.	x	x	x	y	y	y	y	y	y	y	y	n	y	n	y	n	a	a	y	y	y	y
MEYERS, Judith K.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	y
MIELKE, Linda	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—	—	—	—
MILLER, Deborah	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MILLER, Jacqueline E.	A	x	x	—	—	—	y	y	y	y	y	y	y	y	E	—	y	E	E	y	E	y
MILLS, Fiolina B.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
MINUDRI, Regina	x	x	x	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y
MITCHELL, Bonnie Beth	x	x	A	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	n	n	y	y
MOORE, Virginia B.	x	x	x	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y
MOSHER, Paul H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
NEGRO, Antoinette (Toni)	x	x	x	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	n	n	n
NELSON, Judy	x	x	x	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	n	y	—	—
NICHOLS, Margaret Irby	x	x	x	y	y	y	y	y	—	y	y	y	y	n	y	y	y	y	y	y	y	y
NOAH, Carolyn B.	x	x	x	y	y	y	y	y	y	y	y	n	n	n	y	y	y	—	y	y	y	y
O'BRIEN, Patrick M.	x	x	x	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y
PAPAI, Beverly D.	x	x	x	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y
PEGUESE, Charles	x	x	x	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y
PERRY, Susan L.	x	x	A	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y
PETERSON, Sandra K.	x	x	x	y	y	y	y	y	y	y	y	n	n	y	n	y	y	y	y	y	y	y
PIERCE, Linda I.	x	x	x	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y
PIKE, Lee E.	x	x	A	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y
PRIDHAM, Sherman	x	x	x	y	y	y	y	y	y	y	y	—	y	n	y	y	y	y	y	y	y	y
PRITCHARD, Sarah M.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
PURCELL, Gary R.	x	x	x	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y
RADER, Hannelore B.	x	x	x	y	y	y	y	y	y	y	y	a	n	y	y	y	y	y	y	y	y	y
RAMSEY, Ellen	x	x	x	y	—	—	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y
RAZER, Bob	x	x	x	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y
REED, Sally G.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
REICHEL, Mary	x	x	x	y	y	y	y	y	—	y	y	y	y	n	y	y	y	y	y	y	y	y
RETTIG, James R.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
RIGGS, Donald E.	x	x	x	—	y	y	y	y	y	a	y	y	a	n	y	y	y	y	y	y	y	y
ROBERTS, Donna J.	x	x	x	y	y	y	y	y	a	y	a	n	a	n	y	y	y	y	y	n	y	y
ROBERTS, William H.	x	x	x	y	y	y	y	a	y	y	y	n	y	n	y	n	y	y	y	y	n	—
ROBINSON, Charles W.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	—	y	y	y	n	y	y
ROGERS, Sharon J.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
ROHLF, Robert H.	x	x	A	y	y	y	y	y	y	y	y	y	n	y	y	—	y	y	y	n	y	y
ROUSE, Charlie Lou	x	x	A	y	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y	y	y	y
RULE, Judy K.	x	x	x	y	y	y	y	y	—	y	y	y	y	n	y	y	y	y	y	n	y	y
SAGER, Rochelle	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	—	y	y	y	y	y	y
SCHLESINGER, Debbie	x	x	x	y	y	y	y	y	y	y	y	y	n	y	—	y	y	y	y	y	y	y
SCHUMAN, Patricia Glass—Assistant Presiding Officer																						
SCILKEN, Marvin H.	x	x	x	y	y	y	a	a	—	y	y	y	n	y	y	y	y	—	—	—	—	—
SESSIONS, Judith A.	x	A	A	y	y	y	E	E	E	E	E	E	E	E	y	y	y	y	E	E	E	E
SHELKROT, Elliot L.	x	x	x	y	y	y	y	y	—	—	y	y	—	y	y	y	y	y	—	—	—	—
SHERIDAN, John	x	x	x	y	y	y	y	y	—	y	y	n	a	n	y	y	y	y	y	y	y	y
SHERMAN, Mary A.	x	x	x	—	y	y	y	—	y	y	y	y	y	n	y	n	y	y	y	y	y	y
SHIVERDECKER, Darlene	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	n	y	y	y	y	y	y
SMITH, Barbara J.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	a	a	y	y	y	y	y
SMITH, Patricia H.	x	x	x	—	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
SNYDER, Sherrie E.	x	x	x	y	y	y	y	y	y	y	y	y	y	E	E	E	E	E	E	E	E	E
SORENSEN, Richard J.	A	A	A	E	E	E	E	E	E	E	E	E	E	n	y	y	y	y	y	y	y	y
STEPHAN, Sandra	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	—	y	y
STOFFLE, Carla J.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	—	y	y	y	y
STUEART, Robert D.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	y	y
SYMONS, Ann K.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	—	—
TERWILLEGAR, Jane C.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y
THOMAS, Lucille C.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	—	y	y	y	y	y	y
TREZZA, Alphonse F.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
TUROCK, Betty J.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
VAN ORDEN, Phyllis Jeanne	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y	—
WAKASHIGE, Benjamin T.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y
WARNER, Gail P.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y
WARNER, Robert M.	x	x	x	—	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y	a	y	y
WATSON-BOONE, Rebecca A.	A	x	A	—	—	—	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y
WEAVER, Barbara F.	x	x	x	y	y	y	y	y	y	y	y	y	n	n	y	y	y	y	y	n	y	y
WEBB, Barbara	x	x	x	y	y	y	y	y	y	y	y	—	n	n	y	y	y	y	y	a	y	y
WHITE, Herbert S.	x	x	A	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
WHITNEY, Karen A.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
WILLIAMS, J. Linda	x	x	x	—	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y
WILLIAMS, Sue Darden	x	x	x	y	y	y	y	y	—	y	y	—	y	y	y	y	y	y	y	n	n	y
WILSON-LINGBLOOM, M.Eve	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WINKEL, Lois	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	—	y	y
WOJEWODSKI, Catherine W.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WOOLLS, E. Blanche	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	—	y	y	y	y
YEE, Florence	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
YOUNG, Diana D.	x	x	x	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
ZIMMERMAN, Glen A.	x	x	x	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y

1991 Annual Conference
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	Meeting I	Meeting II	Meeting III	CD#MD#1A	CD#MD#1	CD#MD#2	CD#62.6	CD#62.7	CD#62.8	CD#62.10	CD#62.12	CD#77	CD#77.1	CD#77.2	CD#77.3	CD#77.4	CD#77.5	CD#70-S	CD#70-P
ACOSTA, Lydia A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ASHLEY, Roger S.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
BEARD, Charles E.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
BEARMAN, Toni Carbo	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BEHRMAN, Sara T.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	—	—
BERGER, Patricia Wilson	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	a
BIBLO, Mary	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
BINGHAM, Rebecca T.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
BLACKMAN, Betty J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—
BOISSE, Joseph A.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	—
BOLT, Nancy	x	x	x	y	y	y	y	y	y	y	y	—	y	n	n	y	y	n	—
BONNELL, Pamela Gay	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	a
BOUGHTON, Lesley D.	x	x	x	y	y	y	y	y	y	y	y	T	T	T	T	T	T	T	T
BRETTSCHNEIDER, Sharon E.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	—	y
BROWN, Florence S.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	—
BRYNTESON, Susan	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
BUCK, Richard M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
BUCKLEY, Jr., Francis J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CABALLERO, Cesar	x	x	x	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CAIN, Carolyn L.	A	x	x	y	y	—	y	y	y	y	y	—	y	y	y	y	y	—	y
CASSELL, Kay A.	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CHEN, Ching-chih	A	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CHRISTENSON, John D.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CLARK, Marilyn	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CLOW, Faye	A	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
COOPER, Ginnie	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CUBBEDGE, Mrs. Frankie H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
CUMMINS, Julie A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DANIEL, Carolyn C.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DANIELS, Bruce E.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DAY, J. Dennis	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DELOACH, Marva L.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DOUGHERTY, Linda Anne	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
DOUGHERTY, Richard M.—Presiding Officer																			
DROUGHT, Carol	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
DUBBERLY, Ronald A.	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
EASTMAN, Ann Heidbreder	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ECHLEMAN, Shirley T.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
FORMAN, Jack	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
FRANCO, Elaine A.	x	x	x	y	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y
FRANKLIN, Hardy R.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
FRANKLIN, Robert	x	x	x	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y
GARD, Betty	x	x	x	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
GATTIN, Leroy M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	T
GOLDBERG, Susan S.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
GONIWIECHA, Mark	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
GREAVES, Jr., F. Landon	x	x	x	y	y	y	y	y	y	y	y	—	—	—	—	—	—	—	—
GREENBERG, Marilyn W.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
GREGGS, Elizabeth M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
GRIFFEN, Agnes M.	x	x	x	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y
GUERENA, Salvador	x	x	x	y	a	y	y	y	y	y	y	y	y	y	y	y	y	—	—
HALEY, Anne E.	x	x	x	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HALL, Blaine H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HASELWOOD, Eldon La Verne	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
HELLARD, Ellen G.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HENINGTON, David M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HERSBERGER, Rodney M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	T	T
HILDEBRAND, Carol	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HILL, Janet Swan	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HOADLEY, Irene B.	x	x	x	y	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y
HOGAN, Patricia M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HOGAN, Sharon A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HOLLAND, Jr., Paul E.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
HORROCKS, Norman	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
HUNT, Mary Alice	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
IMHOFF, Kathleen R.T.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
IVY, Barbara A.	x	x	x	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
JOHNSON, Judy	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
JONES, Winona	A	x	x	y	y	y	y	y	y	y	y	y	y	E	E	E	E	E	E
JONES-EDDY, Julie	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
JOSEY, E. J.	x	x	x	—	—	—	y	y	y	y	y	y	y	y	y	y	y	—	—
KADANOFF, Diane Gordon	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
KARR, Juanita P.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
KELLMAN, Amy	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
KILLEEN, Erlene Bishop	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
KIMMEL, Margaret M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
KIRKPATRICK, Margaret L.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
KNAUFF, Elisabeth S.	A	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
KRANICH, Nancy C.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
LANGELIER, Patricia A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
LEBARRON, Suzanne J.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
LEE, Hwa-Wei	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LEISNER, Tony	x	x	x	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y
LEWIS, George R.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
LYNCH, Beverly P.	x	x	x	y	n	y	y	y	y	y	a	y	y	y	y	y	y	y	y
LYNDEN, Frederick C.	x	x	x	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MCCAULEY, Hannah V.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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MCCONNELL, Elaine H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MCGOWAN, Sarah M.	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MCLEOD, Marilyn A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MALINCONICO, S. Michael	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MARGOLIS, Bernard	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MARKUSON, Carolyn	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	—	y	y	y
MARSHALL, Nancy	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MARTIN, Beverly	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MARTIN, Susan K.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MATTHEWS, Stephen L.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MEYERS, Judith K.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MIELKE, Linda	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MILLER, Deborah	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MILLER, Jacqueline E.	A	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MILLS, Fiolina B	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
MINUDRI, Regina	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MITCHELL, Bonnie Beth	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
MOORE, Virginia B.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
MOSHER, Paul H.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
NEGRO, Antoinette (Toni)	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
NELSON, Judy	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
NICHOLS, Margaret Irby	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
NOAH, Carolyn B.	x	x	x	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
O'BRIEN, Patrick M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
PAPAI, Beverly D.	x	x	x	—	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
PEGUESE, Charles	x	x	x	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
PERRY, Susan L.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
PETERSON, Sandra K.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
PIERCE, Linda I.	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
PIKE, Lee E.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
PRIDHAM, Sherman	x	x	x	n	n	y	y	y	y	y	y	y	y	y	y	y	y	a	a
PRITCHARD, Sarah M.	x	x	x	n	y	y	y	y	y	a	y	y	y	y	y	y	y	y	y
PURCELL, Gary R.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
RADER, Hannelore B.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
RAMSEY, Ellen	x	x	x	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
RAZER, Bob	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
REED, Sally G.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
REICHEL, Mary	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
RETTIG, James R.	x	x	x	y	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y
RIGGS, Donald E.	x	x	x	a	a	y	y	y	y	y	y	—	y	y	y	y	y	y	y
ROBERTS, Donna J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ROBERTS, William H.	x	x	x	y	y	y	y	y	y	n	y	y	y	y	y	y	y	a	y
ROBINSON, Charles W.	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ROGERS, Sharon J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ROHLF, Robert H.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
ROUSE, Charlie Lou	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
RULE, Judy K.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SAGER, Rochelle	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SCHLESINGER, Debbie	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SCHUMAN, Patricia Glass—Assistant Presiding Officer																			
SCILKEN, Marvin H.	x	x	x	—	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y
SESSIONS, Judith A.	x	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
SHELKROT, Elliot L.	x	x	x	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SHERIDAN, John	x	x	x	a	n	y	y	y	y	y	y	y	y	y	y	y	y	—	—
SHERMAN, Mary A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SHIVERDECKER, Darlene	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SMITH, Barbara J.	x	x	x	y	y	a	y	y	y	n	y	y	y	y	y	y	y	y	y
SMITH, Patricia H.	x	x	x	—	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SNYDER, Sherrie E.	x	x	x	y	y	y	y	y	y	—	y	y	y	y	y	y	y	y	y
SORENSEN, Richard J.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E
STEPHAN, Sandra	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
STOFFLE, Carla J.	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
STUEART, Robert D.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
SYMONS, Ann K.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
TERWILLEGAR, Jane C.	x	x	x	—	—	—	y	y	y	—	—	y	y	y	y	y	y	y	y
THOMAS, Lucille C.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
TREZZA, Alphonse F.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
TUROCK, Betty J.	x	x	x	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y
VAN ORDEN, Phyllis Jeanne	x	x	x	a	a	y	y	y	y	y	—	y	y	y	y	y	y	y	y
WAKASHIGE, Benjamin T.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WARNER, Gail P.	x	x	x	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WARNER, Robert M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WATSON-BOONE, Rebecca A.	A	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
WEAVER, Barbara F.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	—	—
WEBB, Barbara	x	x	x	a	a	y	y	y	y	y	y	y	y	y	y	y	y	—	—
WHITE, Herbert S.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
WHITNEY, Karen A.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
WILLIAMS, J. Linda	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WILLIAMS, Sue Darden	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WILSON-LINGBLOOM, M.Eve	x	x	x	y	y	—	y	y	y	y	y	y	y	y	y	y	y	y	y
WINKEL, Lois	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WOJEWODSKI, Catherine W.	x	x	x	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WOOLLS, E. Blanche	x	x	x	y	y	y	y	y	y	y	y	E	E	E	E	E	E	E	E
YEE, Florence	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
YOUNG, Diana D.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
ZIMMERMAN, Glen A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y

1991 Annual Conference

COUNCIL ATTENDANCE AND VOTE RECORD

y= yes x = present E = excused A = absent
n = no — = no vote recorded
T = travel commitment a = abstain

Housekeeping votes (extend meeting, close debate, adjourn) are not listed in the tally.

	Meeting I	Meeting II	Meeting III	70-R	CD#64	CD#58S	CD#58 3&5	CD#58-R	CD#67	CD#71	CD#72	CD#73A	CD#73	CD#75	CD#79
ACOSTA, Lydia A.	x	x	x	y	y	y	n	y	y	y	y	y	y	y	y
ASHLEY, Roger S.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
BEARD, Charles E.	x	x	x	y	y	y	y	n	y	n	y	y	y	y	y
BEARMAN, Toni Carbo	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
BEHRMAN, Sara T.	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
BERGER, Patricia Wilson	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
BIBLO, Mary	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
BINGHAM, Rebecca T.	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
BLACKMAN, Betty J.	x	x	x	n	y	n	y	n	y	n	y	n	y	y	y
BOISSE, Joseph A.	x	x	x	y	y	—	y	y	y	n	y	n	y	y	y
BOLT, Nancy	x	x	x	—	y	—	—	—	n	n	y	y	y	y	y
BONNELL, Pamela Gay	x	x	x	—	y	y	y	n	y	n	y	n	y	y	y
BOUGHTON, Lesley D.	x	x	x	T	T	T	T	T	T	T	T	T	T	T	T
BRETTSCHNEIDER, Sharon E.	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
BROWN, Florence S.	x	x	x	—	—	y	E	E	E	E	E	E	E	E	E
BRYNTESON, Susan	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
BUCK, Richard M.	x	x	x	n	y	y	y	y	y	y	y	y	y	y	y
BUCKLEY, Jr., Francis J.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
CABALLERO, Cesar	x	x	x	—	y	n	y	a	y	n	y	—	y	y	y
CAIN, Carolyn L.	A	x	x	—	y	—	y	E	E	E	E	E	E	E	E
CASSELL, Kay A.	x	x	x	n	y	y	y	n	y	n	y	n	y	y	y
CHEN, Ching-chih	A	x	x	n	—	—	—	—	—	—	—	—	—	—	—
CHRISTENSON, John D.	x	x	x	n	—	—	—	—	—	—	—	—	—	—	—
CLARK, Marilyn	x	x	x	y	y	n	y	y	y	y	y	y	y	y	y
CLOW, Faye	A	x	x	n	y	y	y	y	y	n	y	y	y	y	—
COOPER, Ginnie	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
CUBBEDGE, Mrs. Frankie H.	x	x	x	y	y	y	y	n	y	n	y	y	y	y	y
CUMMINS, Julie A.	x	x	x	n	y	n	y	n	y	n	y	n	y	—	—
DANIEL, Carolyn C.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	E
DANIELS, Bruce E.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
DAY, J. Dennis	x	x	x	y	y	y	y	—	—	n	y	y	y	y	a
DELOACH, Marva L.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
DOUGHERTY, Linda Anne	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
DOUGHERTY, Richard M.—Presiding Officer															
DROUGHT, Carol	x	x	x	n	y	n	y	y	y	n	y	n	y	y	y
DUBBERLY, Ronald A.	x	x	x	—	y	a	—	—	y	n	y	—	y	—	—
EASTMAN, Ann Heidbreder	x	x	x	—	T	T	T	T	T	T	T	T	T	T	T
ECHLEMAN, Shirley T.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
FORMAN, Jack	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
FRANCO, Elaine A.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
FRANKLIN, Hardy R.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
FRANKLIN, Robert	x	x	x	y	a	n	y	a	y	n	y	a	y	y	y
GARD, Betty	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
GATTIN, Leroy M.	x	x	x	T	T	T	T	T	T	T	T	T	T	T	T
GOLDBERG, Susan S.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
GONIWIECHA, Mark	x	x	x	n	y	n	y	y	y	n	y	—	y	—	—
GREAVES, Jr., F. Landon	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
GREENBERG, Marilyn W.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
GREGGS, Elizabeth M.	x	x	x	n	y	n	y	y	y	y	y	y	y	y	y
GRIFFEN, Agnes M.	x	x	x	n	y	y	y	—	y	n	y	y	y	y	y
GUERENA, Salvador	x	x	x	y	y	—	—	—	—	—	—	—	—	—	—
HALEY, Anne E.	x	x	x	n	y	n	y	y	y	—	—	y	y	y	y
HALL, Blaine H.	x	x	x	n	y	—	—	—	—	—	—	—	—	—	—
HASELWOOD, Eldon La Verne	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
HELLARD, Ellen G.	x	x	x	a	y	n	y	—	y	y	y	—	—	—	—
HENINGTON, David M.	x	x	x	n	y	—	—	—	—	—	—	—	—	—	—
HERSBERGER, Rodney M.	x	x	x	T	T	T	T	T	T	T	T	T	T	T	T
HILDEBRAND, Carol	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
HILL, Janet Swan	x	x	x	n	y	y	y	y	y	n	y	n	y	y	y
HOADLEY, Irene B.	x	x	x	y	y	n	y	y	—	n	y	y	y	y	y
HOGAN, Patricia M.	x	x	x	n	y	T	T	T	T	T	T	T	T	T	T
HOGAN, Sharon A.	x	x	x	y	y	y	y	y	y	n	y	n	y	—	y
HOLLAND, Jr., Paul E.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
HORROCKS, Norman	x	x	x	y	y	y	y	n	y	n	y	n	y	y	y
HUNT, Mary Alice	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
IMHOFF, Kathleen R.T.	x	x	x	n	y	n	y	n	y	—	—	—	—	—	—
IVY, Barbara A.	x	x	x	n	y	a	y	n	y	n	y	n	y	y	y
JOHNSON, Judy	x	x	x	n	y	y	—	—	—	—	—	—	—	—	—
JONES, Winona	A	x	x	E	E	E	E	E	E	E	E	E	E	E	E
JONES-EDDY, Julie	x	x	x	y	y	n	y	y	y	y	y	y	y	—	y
JOSEY, E. J.	x	x	x	—	y	y	E	E	E	E	E	E	E	E	E
KADANOFF, Diane Gordon	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
KARR, Juanita P.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
KELLMAN, Amy	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
KILLEEN, Erlene Bishop	x	x	x	n	y	n	y	y	y	y	y	y	y	y	y
KIMMEL, Margaret M.	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
KIRKPATRICK, Margaret L.	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
KNAUFF, Elisabeth S.	A	x	x	n	y	n	y	a	E	E	E	E	E	E	E
KRANICH, Nancy C.	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
LANGELIER, Patricia A.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
LEBARRON, Suzanne J.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
LEE, Hwa-Wei	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
LEISNER, Tony	x	x	x	n	y	y	y	a	y	y	y	—	—	—	—
LEWIS, George R.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
LYNCH, Beverly P.	x	x	x	n	y	n	y	y	E	E	E	E	E	E	E
LYNDEN, Frederick C.	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
MCCAULEY, Hannah V.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
MCCONNELL, Elaine H.	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
MCGOWAN, Sarah M.	x	x	x	y	y	n	y	y	y	n	y	y	y	y	y
MCLEOD, Marilyn A.	x	x	x	n	y	n	y	y	y	a	y	y	y	y	y
MALINCONICO, S. Michael	x	x	x	n	y	y	n	y	y	n	y	y	y	y	y
MARGOLIS, Bernard	x	x	x	T	T	T	T	T	T	T	T	T	T	T	T
MARKUSON, Carolyn	x	x	x	n	E	E	E	E	E	E	E	E	E	E	E
MARSHALL, Nancy	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
MARTIN, Beverly	x	x	x	n	y	n	y	y	y	y	y	y	y	y	y
MARTIN, Susan K.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
MATTHEWS, Stephen L.	x	x	x	y	y	n	y	y	y	y	y	a	y	—	y
MEYERS, Judith K.	x	x	x	y	n	n	y	y	y	n	y	y	y	y	y
MIELKE, Linda	x	x	x	n	n	—	y	y	y	n	y	y	y	y	y
MILLER, Deborah	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
MILLER, Jacqueline E.	A	x	x	n	y	n	y	y	y	n	y	n	y	y	y
MILLS, Fiolina B.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
MINUDRI, Regina	x	x	x	y	y	n	y	y	—	y	y	y	y	y	y
MITCHELL, Bonnie Beth	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
MOORE, Virginia B.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
MOSHER, Paul H.	x	x	x	n	y	—	y	—	—	—	—	—	—	—	—
NEGRO, Antoinette (Toni)	x	x	x	n	y	y	y	y	y	y	y	n	y	y	y
NELSON, Judy	x	x	x	n	y	—	—	—	—	—	—	—	—	—	—
NICHOLS, Margaret Irby	x	x	x	n	y	n	y	y	y	E	E	E	E	E	E
NOAH, Carolyn B.	x	x	x	n	—	—	—	—	—	—	—	—	—	—	—
O'BRIEN, Patrick M.	x	x	x	—	y	n	y	y	y	n	y	y	y	y	y
PAPAI, Beverly D.	x	x	x	n	y	n	y	y	—	y	—	y	y	—	y
PEGUESE, Charles	x	x	x	n	y	n	y	n	y	n	y	E	E	E	E
PERRY, Susan L.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
PETERSON, Sandra K.	x	x	x	n	y	n	y	y	y	E	E	E	E	E	E
PIERCE, Linda I.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
PIKE, Lee E.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
PRIDHAM, Sherman	x	x	x	a	y	—	a	a	y	n	y	n	a	a	a
PRITCHARD, Sarah M.	x	x	x	n	y	y	y	n	y	n	y	y	y	y	y
PURCELL, Gary R.	x	x	x	n	y	E	E	E	E	E	E	E	E	E	E
RADER, Hannelore B.	x	x	x	n	—	—	—	—	—	—	—	—	—	—	—
RAMSEY, Ellen	x	x	x	n	y	n	y	y	y	n	y	n	y	—	y
RAZER, Bob	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
REED, Sally G.	x	x	x	y	y	y	—	n	y	n	y	y	y	y	y
REICHEL, Mary	x	x	x	n	—	—	—	—	—	—	—	—	—	—	—
RETTIG, James R.	x	x	x	y	y	n	y	y	y	n	y	y	—	y	E
RIGGS, Donald E.	x	x	x	n	y	n	y	—	y	n	y	y	y	y	y
ROBERTS, Donna J.	x	x	x	n	y	E	E	E	E	E	E	E	E	E	E
ROBERTS, William H.	x	x	x	y	y	y	y	y	—	n	y	y	y	y	y
ROBINSON, Charles W.	x	x	x	n	y	y	y	y	y	y	y	—	—	—	—
ROGERS, Sharon J.	x	x	x	y	y	y	y	n	y	n	y	n	y	y	y
ROHLF, Robert H.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
ROUSE, Charlie Lou	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
RULE, Judy K.	x	x	x	n	y	E	E	E	E	E	E	E	E	E	E
SAGER, Rochelle	x	x	x	n	y	n	y	y	y	n	y	n	y	y	y
SCHLESINGER, Debbie	x	x	x	n	y	n	y	—	y	n	y	y	y	y	y
SCHUMAN, Patricia Glass—Assistant Presiding Officer															
SCILKEN, Marvin H.	x	x	x	—	y	y	y	y	y	n	y	a	a	y	y
SESSIONS, Judith A.	x	A	A	—	—	—	—	—	—	—	—	—	—	—	—
SHELKROT, Elliot L.	x	x	x	—	y	—	—	—	—	—	—	—	—	—	—
SHERIDAN, John	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
SHERMAN, Mary A.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
SHIVERDECKER, Darlene	x	x	x	n	y	E	E	E	E	E	E	E	E	E	E
SMITH, Barbara J.	x	x	x	a	y	E	E	E	E	E	E	E	E	E	E
SMITH, Patricia H.	x	x	x	n	y	n	y	y	E	E	E	E	E	E	E
SNYDER, Sherrie E.	x	x	x	a	y	y	y	y	y	a	y	y	y	y	y
SORENSEN, Richard J.	A	A	A	E	E	E	E	E	E	E	E	E	E	E	E
STEPHAN, Sandra	x	x	x	n	y	E	E	E	E	E	E	E	E	E	E
STOFFLE, Carla J.	x	x	x	y	y	y	y	n	y	n	y	a	y	y	y
STUEART, Robert D.	x	x	x	—	y	y	y	a	y	n	y	n	y	y	y
SYMONS, Ann K.	x	x	x	n	y	y	y	—	y	n	y	n	y	y	y
TERWILLEGAR, Jane C.	x	x	x	n	y	n	y	y	y	y	y	y	y	y	y
THOMAS, Lucille C.	x	x	x	n	y	n	y	y	y	n	y	n	y	y	y
TREZZA, Alphonse F.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
TUROCK, Betty J.	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
VAN ORDEN, Phyllis Jeanne	x	x	x	n	y	y	y	y	y	n	y	n	y	y	y
WAKASHIGE, Benjamin T.	x	x	x	n	y	—	—	—	—	—	—	—	—	—	—
WARNER, Gail P.	x	x	x	n	y	y	y	y	y	n	y	n	y	y	y
WARNER, Robert M.	x	x	x	y	y	n	y	y	E	E	E	E	E	E	E
WATSON-BOONE, Rebecca A.	A	x	A	—	—	—	—	—	—	—	—	—	—	—	—
WEAVER, Barbara F.	x	x	x	—	—	—	y	—	y	y	y	—	y	—	—
WEBB, Barbara	x	x	x	—	—	—	—	—	—	—	—	—	—	—	—
WHITE, Herbert S.	x	x	A	—	—	—	—	—	—	—	—	—	—	—	—
WHITNEY, Karen A.	A	A	A	—	—	—	—	—	—	—	—	—	—	—	—
WILLIAMS, J. Linda	x	x	x	n	y	n	y	y	y	n	y	—	—	—	—
WILLIAMS, Sue Darden	x	x	x	n	y	n	y	y	y	n	y	y	y	y	y
WILSON-LINGBLOOM, M. Eve	x	x	x	—	y	—	—	—	y	y	y	y	y	y	y
WINKEL, Lois	x	x	x	n	y	y	y	y	y	n	y	y	y	y	y
WOJEWODSKI, Catherine W.	x	x	x	n	y	n	y	y	y	n	y	y	y	y	—
WOOLLS, E. Blanche	x	x	x	E	E	E	E	E	E	E	E	E	E	E	E
YEE, Florence	x	x	x	n	y	n	y	n	y	n	y	y	y	y	y
YOUNG, Diana D.	x	x	x	n	y	n	y	y	y	a	y	y	y	y	y
ZIMMERMAN, Glen A.	x	x	x	n	y	n	y	y	y	n	y	—	—	—	—

DATEBOOK

New listings of events and educational opportunities of interest to librarians. Listings printed in chronological order as space permits. Other upcoming events appear in recent Datebook columns. To place a listing write: Georgia Okotete, Datebook Editor,* American Libraries, *50 E. Huron St., Chicago, IL 60611; fax: 312-440-0901.

October

13-15: Michigan Health Sciences Libraries Assn. annual conf., Mayflower Hotel, Plymouth. Theme: "Looking to the Future: Keeping the Best from the Past." Info.: Sheryl Stevens, Henry Ford Hospital, Sladen Lib., 2799 W. Grand Blvd., Detroit, MI 48202; 313-876-2550.

16: Rutgers U. non-credit mini-courses, Ramada, Raritan Center, Edison N.J. Themes: "The Best from the 'Best' Lists: Young Adult Books, 1991" and "Maximizing Customer Satisfaction: Applying 'Customer Service' Concepts in Libraries, Part I." Fee: $59 for "Best List"; $79 for "Customer Service." Spons.: Rutgers/SCILS. *CE credit available.* Info.: Jana Valejs, Rutgers/SCLIS, Professional Development Studies, 4 Huntington St., New Brunswick, NJ 08903; 908-932-7169; fax: 908-932-6916.

16: *MARC Bibliographic Format Integration* course, U. Toronto, Ont., Canada. Fee: $80. *Enrollment limited.* Info.: Marcia Chen, Office of CE, U. Toronto FLIS, 140 St. George St., M5S 1A1; 416-978-7111; fax: 416-971-1399.

16: *Archival Appraisal—To Keep or Not to Keep: Determining the Enduring Value of Record Materials* workshop, Joe C. Thompson Center, U. Texas-Austin. Spons.: U. Texas/GSLIS. Fee: $65. Info.: David Terry, Assistant Director, or Mrs. Mel Boggins, Director of Placement and CE, EDB 564, U. Texas-Austin/GSLIS, 78712-1276; 512-471-8806; fax: 512-471-3971.

21-23: Association of Research Libraries annual conf., Stouffer Concourse Hotel, Crystal City/Arlington, Va. Theme: "Charting the Future: Research Libraries Prepare for the 21st Century." Info.: ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036; 202-232-2466; fax: 202-462-7849.

21, 28, and Nov. 4: *Online Information Retrieval: An Introduction (Level I)* course, U. Toronto Ont. Fee: $155. Info.: See Oct. 16.

22 and Nov. 5: *Information STAT: Rx for Hospital Quality* satellite broadcasts, originating from Washington, D.C. Cospons.: Medical LA; National Lib. of Medicine; et. al. Info.: National Network/Library of Medicine Network Office, 8600 Rockville Pike, Bldg. 38, Rm. B1E03, Bethesda, MD 20894; 301-496-4777.

23: *Innovative Programming for Children and Young Adults in Difficult Times* course, U. Toronto, Ont., Canada. Fee: $155. Info.: See Oct. 16.

26-28: Teleconferencing Users Conf., San Jose (Calif.) Convention Center. Spons.: Applied Business Telecommunications; Calif. St. U. Info.: Applied Business Telecommunications, Box 5106, San Ramon 94583; 800-829-3400; 405-743-0320; fax: 510-820-5894.

26-29: American Society for Information Science annual conf., Pittsburgh (Pa.) Hilton. Theme: "Celebrating Change: Information Management on the Move." Info.: ASIS, 8720 Georgia Ave., Ste. 501, Silver Spring, MD 20910-3602; 301-495-0900.

26-30: Building and Construction Seminar Series, New York (N.Y.) University. Fee: $185 for each one-day session. Info.: The Real Estate Institute, New York University, 11 W. 42nd St., 10036; 212-790-1649.

27: *Child and Adolescent Development* course, LaCrosse, Wis. Spons.: U. Wisconsin-Madison/SLIS. Info.: Jane Pearlmutter, Outreach Program Manager, SLIS Continuing Education Services, 600 N. Park St., Madison, WI 53706; 608-262-6398.

27-28: *Bar Code* seminar, Airport Marriott, Atlanta, Ga. Info.: Joan Hacker, Data Capture Institute, 260 Washington St., POB 1625, Duxbury, MA 02331; 800-733-7592.

27-28: Databases in Schools annual conf., Palmer House Hilton, Chicago, Ill. Fee: $265. Info.: Pam Berger, Program Chair, Online Inc., 462 Danbury Rd., Wilton, CT 06897-2126; 203-761-1466; fax: 203-761-1444.

27-30: Mississippi LA annual conf., Jackson. Info.: Sharon Buchanan, Executive Secretary, Mississippi LA, POB 20448, Jackson 39209-1448; 601-352-3917.

28-30: Wisconsin LA annual conf., LaCrosse. Info.: Larry J. Martin, Executive Director, Wisconsin LA, 4785 Hayes Rd., Madison 53704; 608-242-2040; fax: 608-242-2050.

28-30: Nebraska Library Assn./Nebraska Educational Media Specialist jt. conf., Lincoln. Theme: "Celebration of Diversity." Info.: Debra Pearson, U. Nebraska, Love Library, Circulation Dept., Rm. 107, 68588; 402-472-2556.

28-31: Michigan Assn. for Media in Education annual conf., Lansing Center, Lansing. To register call: Pat Pochert, 517-887-3151; Sharon Kubica, 517-543-4340. Info.: Nancy S. Cretsinger, Conference Publicity Chairman, MAME, 6810 S. Cedar St., Ste. 8, Lansing 48911; 517-699-1717.

28-31: Educom '92 conf., Baltimore, Md. Spons.: Johns Hopkins U. Theme: "Charting Our Course: Setting a National Agenda for Information Technology in Higher Education." Info.: Donna Leggett, Educom, 1112 16th St., N.W., Ste. 600, Washington, DC 20036; 202-872-4200; fax: 202-872-4318.

28-Nov. 1: New York LA annual conf., Lake Placid. Info.: Susan L. Keitel, Executive Director, New York LA, 252 Hudson Ave., Albany 12210; 518-432-6952; fax: 518-427-1697.

29-31: Illinois School Library Media Assn. annual conf., Marriott Lincolnshire, Lincolnshire, Ill. Theme: "Quantum Leap into the 21st Century." Info.: James Krine, 2209 Crabtree Ave., Woodridge, 60517; 708-420-6395.

29-Nov. 1: *National Film and Video Market* annual conf., Hilton Pavilion Hotel, Mesa, Ariz. Fee: $45. Info.: Sharon K. Chaplock, Market Coordinator, POB 13096, Milwaukee, WI 53213; 414-778-1998.

29 and Nov. 5: *U.S. Government Information Resources—A Primer* course, Rutgers U. Labor Education Center, Douglass/Cook Campus, New Brunswick, N.J. Fee: $125. *Enrollment limited. Regis. deadline: Oct. 16.* Info. See Oct. 16.

30: *Living with Automation* course, Rutgers U. Labor Education Center, Douglass/Cook Campus, New Brunswick, N.J. Fee: $59. Regis. deadline: Oct. 16. Info: See Oct. 16.

30: *Fundamentals of Records Management* course, U. Toronto, Ont., Canada. Fee: $130 before Oct. 16; $155 after. *Enrollment limited.* Info.: See Oct. 16.

30: *Nonbook Materials—Their Care, Storage, and Circulation: Practical Suggestions for the Nonexpert* course, U. Toronto, Ont., Canada. Fee: $130 before Oct. 16; $155 after. *Enrollment limited.* Info.: See Oct. 16.

30-31: *101 Survival Tips for Library Managers*

COMING UP

AASL National Conference Baltimore, Md.	Oct. 21–25
ALA Midwinter Meeting Denver, Colo.	Jan. 22–28, 1993
Freedom of Information Day	March 16, 1993
PLA Chicago Cluster Workshops Chicago, Ill.	March 17–21, 1993
National Library Week	April 18–24, 1993
Legislative Day	April 20, 1993
Great American Read Aloud/Night of a Thousand Stars	April 21, 1993
ALA Annual Conference New Orleans, La.	June 24–July 1, 1993
IFLA Annual Conference Barcelona, Spain	Aug. 22–26, 1993
Library Card Sign-up Month	September
Banned Books Week	Sept. 25–Oct. 2, 1993

course, LaCrosse, Wis. Spons.: U. Wisconsin-Madison/SLIS. Info.: See Oct. 27.

November

1-4: Pennsylvania LA annual conf., Pittsburgh Hilton and Towers at Gateway Center. Info.: Pennsylvania LA, 3107 N. Front St., Harrisburg 17110; 800-622-3308; 717-233-3113.

4: *Adult Services: Helping Readers Find What They Like* course, Rutgers U. Labor Education Center, Douglass/Cook Campus, New Brunswick, N.J. Fee: $39. *Regis. deadline: Oct. 16.* Info.: See Oct. 16.

4-7: Georgia LA annual conf., Savannah Ga. Info.: Georgia LA, c/o Bob Richardson, Young Harris College, POB 39, Young Harris 30582.

4-7: Ohio LA annual conf., Columbus. Theme: "Information Exploration in Ohio Libraries." Info.: Lynda Murray, Interim Executive Director, Ohio LA, 67 Jefferson Ave., Columbus 43215; 614-221-9057; fax: 614-221-6234.

Nov. 4-Dec. 16: Newberry Library's Lyceum Seminars for Adults, Newberry Library, Chicago, Ill. Theme: "Maps, Truth, and Persuasion." Info.: Newberry Library, Research and Education, 60 W. Walton St., 60610; 312-943-9090, x482.

5: *The Basics of Indexing* course, Philadelphia, Pa. Spons.: National Federation of Abstracting and Information Services. Fee: $180 nonmems., $150, mems., $50 students. Info.: NFAIS, 1429 Walnut St., Philadelphia, 19102.

5: New Hampshire LA fall conf., Sheraton North Country Inn, West Lebanon. Theme: "Access to History." Info.: Ann Trementozzi, Howe Lib., Hanover 03755; 603-643-4120.

5-6: Kansas LA, College and University Lib. Sec., annual conf., Hutchinson (Kans.) Holidome. Info.: John Stetton, CULS President, Wallerstedt Lib., Bethany College, 235 E. Swensson, Lindsborg 67456; 913-227-3311.

5-6: *Managing Special Collections: Archives, Manuscripts and Photographs* course, U. Wisconsin-Madison. Info.: See Oct. 27.

5-6: Illinois Assn. of College and Research Libs. fall conf., Bismarck Hotel, Chicago, Ill. Theme: "We're All in This Together: Resource Sharing and Networking in Academic Libraries." Info.: Pam Gaitskill, Prairie State College, LRC, 202 S. Halsted St., Chicago Heights 60411; 708-709-3551.

5-7: Tennessee Assn. of School Librarians annual conf., Park Vista Hotel, Gatlinburg, Tenn. Theme: "School Libraries—The Heart of the Matter." Info.: Margaret C. Martin, V.P. and Publicity Chair, TASL, 120 Rosebud Ln., Gray, 37615; 615-477-8762.

RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line format:** $6/line; ALA organizational members: $4.50/line. **Display format:** $60/column inch; ALA organizational members: $45/column inch. Camera-ready display ad discount: 10%.

For-profit organizations: **Line-by-line format:** $10/line. **Display format:** $100/column inch.

ALA BUSINESS MEETINGS

ALA COPES & Executive Board fall meetings
ALA Headquarters — Oct. 25–29

Concurent Divisions' Executive Committees
Chicago, Ill. — Nov. 13–15

5-7: Texas Assn. for Educational Technology annual conf., Galveston. Theme: "The Texas Technology Connection." Info.: Sandy Sharps, 1706 Canadian Trail, Plano, TX 75023; 214-424-7961.

6: *Music Materials in Libraries* course, U. Toronto, Ont., Canada. Fee: $130 before Oct. 23; $155 after. Info.: See Oct. 16.

6: *Solving the Employee Turnover Problem: Creative Solutions for Retaining Valuable Employees* course, BIOSIS, Philadelphia, Pa. Fee: $215 mems.; $255 nonmems. Info.: See Nov. 5.

6-8: Idaho LA annual conf., Moscow. Info.: Idaho LA, c/o Camille Wood, Treasurer, U. of Idaho Library, Moscow 83843.

7: *Oldies but Goodies: Memorable Illustrated Books for Children* course, Rutgers U./SCILS, New Brunswick, N.J. Fee: $59. Regis. deadline: Oct. 16. Info: See Oct. 16.

7: *Annual Festival of Books for Young People* workshop, U. Iowa, Iowa City. Spons.: U. Iowa/SLIS. Fee: $40. Info.: Ethel Bloesch, SLIS, U. Iowa, 3087 Library, 52242; 319-335-5707.

7: Young Adult conf., Sam Houston State U., Huntsville, Tex. Spons.: SHSU/Dept. of LS. Info.: Teri S. Lesesne, Young Adult Conference Coordinator, SHSU/Dept. of LS, POB 2236, 77341; 409-294-3673.

8-13: *Advanced Management Skills* inst., Inn at Harvard, Boston, Mass. Spons.: Assn. of Research Libraries. Fee: $660 mems.; $710 nonmems. Info.: Gloria Haws, ARL Office of Management Services, 1527 New Hampshire Ave., N.W., Washington, DC 20036; 202-232-8656; fax: 202-462-7849.

9-10: Florida PLA annual conf., Langford Resort Hotel, Winter Park. Fee: $79.95 mems; $90 nonmems., Info.: Doreen Gauthier, Lighthouse Point PL, 2200 NE 38th St., Lighthouse Point, 33064; 305-946-6398; Dooney Tickner, 904-837-8572.

9-11: *Special LA's State-of-the-Art Institute* course, Washington, D.C. Theme: "The European Single Market: Implications for Info. Managers." Info.: Kathy Hackl, SLA, 1700 18th St., N.W., 20009-2508; 202-234-4700.

10: *David McCord Children's Literature Festival,* Framingham (Mass.) State College. Theme: "Current Trends in Children's Literature." Info.: Joan Claflin, 121 Mechanic St., Upton, MA 01568; 508-529-3367.

12: *Preserving Oversize Paper Items: Posters, Architectural Drawings, Maps, Etc.* course, Rutgers U., Alexander Library, New Brunswick, N.J. Fee: $59. *Regis. deadline: Oct. 29.* Info.: See Oct. 16.

12-14: Virginia LA annual conf., Richmond. Info.: Deborah Trocchi, Executive Director, Virginia LA, 669 S. Washington St., Alexandria, 22314-4109; 703-519-7853; fax: 703-519-7732.

13: *The Quality Imperative* course, Chicago, Ill. Spons.: Special LA; Council on Library Resources. Info.: Joy Lerner, SLA, 1700 18th St., N.W., Washington, DC 20009-2508; 202-234-4700.

13: *Nonbook Cataloging* course, Rutgers Labor Education Ctr., Auditorium Douglass-Cook Campus, New Brunswick N.J. Fee: $59. Regis. deadline: Oct. 23. Info.: See Oct. 16.

13: *Indexing: A Hands-on Workshop,* U. Toronto, Ont.; Canada. Fee: $130 before Oct. 30; $155 after. Info.: See Oct. 16.

13: *Legal Issues for Library Managers* course, U. Toronto, Ont., Canada. Fee: $130 before Oct. 30; $155 after. Info.: See Oct. 16.

13-14: *Hypermedia* course, U. of Wisconsin-Madison. Info.: See Oct. 27.

14: New England Archivists fall meeting, Old Sturbridge Village, Sturbridge, Mass. Info.: Wilma R. Slaight, Wellesley College Archives, Margaret Clapp Lib., Wellesley College, Wellesley, MA 02181; 617-283-2128.

14-18: California LA annual conf., Long Beach. Info.: Mary Sue Ferrell, Executive Director, California LA, 717 K St., Ste. 300, Sacramento, 95814-3477; 916-447-8541; fax: 916-447-8394.

15-18: Information Industry Assn. annual convention, Hyatt Regency, San Francisco, Calif. Theme: "Knocking Down Info-Walls: Building Pathways to New Markets." Fee: $795 mems.; $995 nonmems. Info.: Susan Goewey, Information Industry Assn., 555 New Jersey Ave., NW, Ste. 800, Washington, DC 20001; 202-639-8262; fax: 202-638-4403.

16-17: SLA's *State-of-the-Art Institute* course; Washington D.C. Info.: See Nov. 9-11.

16-17: Indiana Center on Philanthropy annual symposium, University Place Conference Center, Indianapolis. Theme: "Taking Trusteeship Seriously." Fee: $145. Info.: Indiana U. Center on Philanthropy, 550 W. North St., Ste. 301, Indianapolis 46202-3162; 317-274-4200.

16-20: *Workshop Week,* Atlanta, Ga. Spons.: SOLINET. Info.: Amy Bernath, Workshop Coordinator, SOLINET, 1438 W. Peachtree St., N.W., Ste. 200, Atlanta 30309-2955; 800-999-8558; 404-892-0943.

17-18: Connecticut Educational Media Assn. annual conf., Radisson Hotel, Cromwell. Info.: CEMA, 25 Elmwood Ave., Trumbull 06611; Irene Kwidzinski, 203-355-5713; Tally Negroni, 203-977-4931.

19: *Designing Library Publicity Materials* workshop, U. of Wisconsin-Madison. Spons.: U. of Wisconsin-Madison/SLIS. Info.: See Oct. 27.

19-21: *The 21st Century: The Future of Rural and Small Public Libraries* conf., Fountain Suites Hotel, Phoenix, Ariz. Spons.: Arizona Dept. of Library, Archives and Public Records; Center for the Study of Rural Librarianship; U. Arizona/GLS; Clarion U. (Pa.) Dept. of LS. Fee: $49. Info.: Clarion U., College of CE, 108 Carrier Admin. Bldg., Clarion, PA 16214-1232; 814-226-2343. □

Librarians' salaries: Small increases like everyone else

BY MARY JO LYNCH

This report summarizes findings of the ALA Survey of Librarian Salaries 1992. *As before, ALA's Office for Research and Statistics and Office for Library Personnel Resources worked together on this project and the Library Research Center at the Graduate School of Library and Information Science, University of Illinois/Urbana-Champaign, mailed the survey and processed the returns.*

Written by Project Director Mary Jo Lynch, Margaret Myers, and Jeniece Guy, the report is available for $42 from: ALA Customer Service Department, 50 E. Huron St., Chicago, IL 60611 (0-8389-7624-7, ISSN 0747-7201).

Between January 1991 and January 1992, the average salary for librarians increased 3.6%—the same as the increase in comparable occupations, as reported by the U.S. Bureau of Labor Statistics in the April 1992 *Monthly Labor Review*. A table entitled "Employment Cost Index, wages and salaries by occupation and industry group" shows that civilian workers consisting of private industry and state and local government, but excluding farm, household, and federal government workers, received an average 3.6% increase in 1991 over the previous year. The average salary for librarians increased at the same rate from January 1991 to January 1992, whereas it had increased at a rate 3.1% higher than other civilian workers from January 1990 to January 1991.

This 3.6% average is for all positions except children's and/or young adult services librarian, which shows an unusual increase this year—11.3%. There are several possible explanations for the unusual salary increase for this position. Shortages of people in the specialty have been noted for several years and low salaries are often cited as a reason. Indeed, this position has been at the lowest rank in all previous versions of this survey.

The mean of salaries paid for director is highest in large public libraries and lowest in four-year colleges. For deputy/associate/assistant director and department head/branch head, the mean is highest in university libraries and lowest in four-year colleges. For the other three common positions, the mean is highest in two-year colleges, lowest in medium-sized public libraries for reference/information librarians, and lowest in four-year colleges for collection development librarian/subject bibliographer and for cataloger and/or classifier. For the position found only in public libraries—children's and/or young adult services librarian—the mean of salaries paid is highest in large public libraries.

MARY JO LYNCH *is director of ALA's Office for Research and Statistics.*

Rank Order of Position Titles by Mean of Salaries Paid

Title	1992 Salary	1991 Salary	Change Amount	Change Percentage
Director	$51,386	$48,439	+$2,947	6.0
Deputy/Associate/Assistant Director	$46,966	$45,143	+$1,823	4.0
Department Head/Branch Head	$39,017	$36,915	+$2,102	5.7
Collection Development Librarian/Subject Bibliographer	$36,407	$36,439	−$32	<0.1
Children's and/or Young Adult Services Librarian	$33,242	$29,872	+$3,370	11.3
Cataloger and/or Classifier	$32,746	$31,854	+$892	2.8
Reference/Information Librarian	$32,528	$31,523	+$1,005	3.2

Source: *ALA Survey of Librarian Salaries 1992*

About the ALA survey

The *ALA Survey of Librarian Salaries 1992* covers full-time professional positions held in academic and public libraries by persons with master's degrees from graduate library education programs accredited by the ALA. It displays salaries for libraries in five type and size categories:

- public libraries serving populations of 25,000 to 99,999;
- public libraries serving populations of 100,000 or more;
- 2-year colleges;
- 4-year colleges;
- universities.

The results of the ALA survey are broken down into four geographic regions—North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest.

For the seven key positions shown in the table above, and for beginning librarians, the 1992 ALA survey shows the first quartile, median, and third quartile for salaries paid in each category of library and in each region, in addition to the mean and range (low and high).

The questionnaire for the *ALA Survey of Librarian Salaries 1992* was mailed in January 1992 to 1,262 randomly selected libraries. Usable responses were received from 969 libraries, 77% of those selected. In the ALA survey, results are presented in eight sets of tables—one table for each category of library, plus a summary table. Seven sets of tables cover specific positions and the eighth covers "beginning librarian."

On the table on this page, the seven positions are shown in rank order by mean of salaries paid in January 1992. This table also shows the dollar amount of change and the percent of change from 1991 to 1992.

In considering the salary for a particular position, job seekers and library administrators would need more information than can be printed on this page. Both would want to know the salary distribution for a position in a particular type of library or in a particular geographic area.

The *ALA Survey of Librarian Salaries 1992* provides this information and, in addition, includes an annotated list of "Salary Surveys Providing Information on Library Workers," the text of all ALA policies relating to salary issues, and a "Selected Bibliography on Compensation and Employee Benefits." □

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LIBRARY TECHNOLOGY REPORT
JULY/AUGUST 1991

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The weird, the offbeat, the human

BY WILL MANLEY

An invitation to AL *readers: Give me your problems. . . I'll give you a solution.*

This column is dedicated to librarians who are looking for a few minutes respite from the workaday grind. What I offer you is a chance to sit back, pour a cup of tea, and stop thinking about budgets, bosses, and Boolean searching. My intent here is for everyone to chill out. All of the latest medical research shows that an overabundance of seriousness can be hazardous to your health.

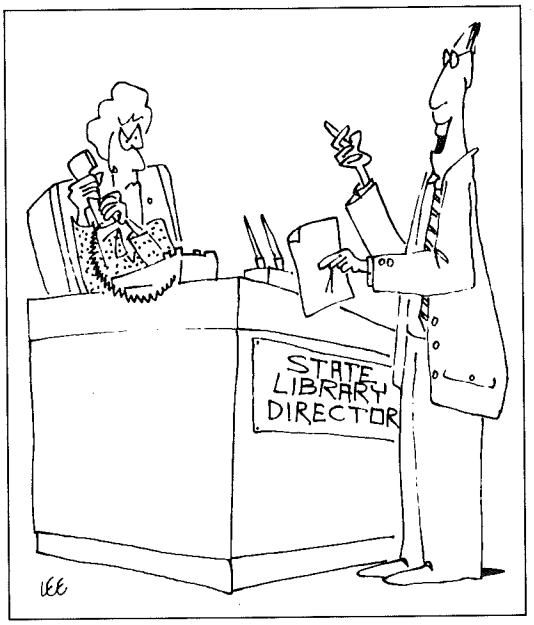
However, if in the process of having fun we happen to stir up some serious controversies and create some serious mischief, well, nobody's perfect. I can't help it if some people don't have a sense of the absurd. When it comes to this column we need to leave our Political Correctness handbooks at home.

Discovering who we are

I use the word "we" because your participation in this column is critical. You are the inhabitants of Libraryland and any exploration of the terrain will be impossible without you. So, please write to me with your problems. No, don't give me any cataloging conundrums or computer headaches. I don't want anything technical. My specialty falls under the subject heading OFF THE WALL.

Let's say, for example, that one of your coworkers is driving everyone crazy at lunchtime because he sucks yogurt through a straw with a loud slurping noise. Or how about that colleague in reference who has just gotten married and has decided to display the wedding pictures on her desk? Nothing wrong with that until you realize that the wedding was clothing optional, and that certain staffers consider the snapshots offensive. Or better yet, let's say you work in a large state library and discover, in the course of a routine inventory, that a book van has been missing for three years. Do you report it to your boss and risk getting canned, or do you just pretend that everything is shipshape? After all, the van's been gone for three years and nobody's even missed it.

The point is we all need advice. Give me your problems and if they fall into the category of the weird, the offbeat, and the human, I'll give you a solution in this column. But please—no names (I love anonymous letters), and keep sending your technical questions to "Action Exchange."



"The bad news is one of our book vans has apparently been missing for three years. The good news is we've saved on gas and oil."

And then, of course, there will be new image questionnaires for you to fill out. Look for surveys on librarians and money, librarians and death, and the sleeping habits of librarians. It's very important for us to discover who we are, not just as librarians, but as people, real people. That's why in this column I'll be releasing the results of the now infamous "Sex and Librarians" survey that ran last June (*Wilson Library Bulletin*, June 1992, p. 65–66). Your response to that questionnaire was overwhelming and you have a Right To Know the results. Look for the "Manley Report" in early '93.

Another regular feature of this column will be the "Willie Awards." It dawned on me at the last ALA Annual Conference that we simply don't pat ourselves on the back enough. Sure, every year scores of awards are given to very deserving members of the profession, but what bothers me is that so many other very deserving people go unrecognized. We'll try to rectify that by honoring some of the more low profile people in our industry—circ clerks, janitors, pages, and secretaries. Can you imagine life without them?

And finally there will be periodic reports from the Foolish Activities Round Table (W. Manley, recording secretary), a descendant of the late, great LAUGH (Librarians of America United for Guffaws and Heehaws). As you may remember, I founded LAUGH a few years ago (*Wilson Library Bulletin*, October 1989, p. 69–70) as an ALA splinter group, and I am happy to report that our relationship with ALA has improved immensely and we are now applying for admission as an official round table.

Under the leadership of our chair, Gertrude Mustard Strong, we are doing some groundbreaking research into the following topics: theories on the origin of catalogers; behavioral disorders of the burned-out reference librarian; gestalt therapy for hostile circulation clerks; how you can tell if your children's librarian is reverting to childhood; and what do library directors do all day?

So, thanks for your time and please send all correspondence regarding these issues to: Will Manley, recording secretary, Foolish Activities Round Table, POB 23665, Tempe, AZ 85285-3665. □

WILL MANLEY'S *latest book is* Unprofessional Behavior: Confessions of a Public Librarian *(McFarland, 1992).*

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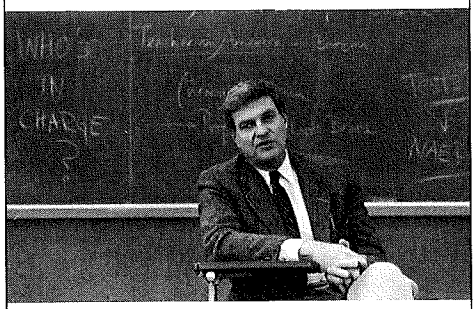
THE SOURCE

"The Source," highlighting useful items in major areas of library/information activity, is written by Donna Seaman, assistant editor for adult books at Booklist. *Send materials for consideration to department editor Beverly Goldberg,* American Libraries, *50 E. Huron St., Chicago, IL 60611.*

NEW SERIALS

Hi-tech ed

Technos: Quarterly for Education and Technology is the journal of the Agency for Instructional Technology. It was established as a forum for expressing ideas about the use of technology in the classroom. Contributing authors, including educators, research scientists, and computer graphics specialists, discuss instructional technology in terms of technical development, access, training, and educational value. They



Technos *interviews education crusader Theodore Sizer on such subjects as technology in schools.*

offer recommendations for crafting a more effective school system so that methods of teaching and learning will become "synchronous with a society increasingly based on electronic capacities."

The articles are relatively short and the pleasing design includes quality photographs, some in color. Yearly subscriptions are $20, $16 to libraries, from Technos, Box A, Bloomington, IN 47402-0120 (1060-5649).

Reviewing audiobooks

While established library review sources cover audiobooks and other forms of spoken-word audio, a new monthly newsletter, *AudioFile,* focuses exclusively on reviewing audio presentations.

The short, descriptive, and evaluative reviews discuss narrative voice and style, vocal characterizations, appropriateness for audio format, and enhancement of the text. Title, narrator, publisher, format, running time, audience, and ISBN are provided for each entry, and a list of publishers supplies addresses and phone numbers.

Yearly subscriptions are $48, single issues $4, from AudioFile, 37 Silver St., POB 109, Portland, ME 04112-0109 (1063-0244).

Exceptional excerpts

Current Books is a new bimonthly magazine that bills itself as the only national magazine consisting exclusively of excerpts from recently published books. A handy, browsable "personal bookstore," *Current Books* samples new poetry, fiction, humor, philosophical and topical essays, history, travel, business, health, the environment, and sports. Each issue contains at least 25 excerpts of between 1,500 and 6,000 words. Printed on book-like, acid-free, archival-quality paper, the magazine runs to approximately 100 pages.

Current Books' inaugural issue contains portions from books by Jane Goodall, Jimmy Carter, Gore Vidal, Garrison Keillor, Jane Smiley, James A. Michener, Daniel J. Boorstin, and Jan Morris. Cartoons from the newest books by the likes of Gary Trudeau and Gary Larson are promised, as are genre bestseller lists. Annual subscriptions are $14.75, single issues $3.95 from *Current Books* magazine, POB 34468, Bethesda, MD 20827.

Rooted reading

HousePlant Magazine is a lovely full-color quarterly devoted to all aspects of choosing, growing, displaying, and caring for indoor plants. The origins, requirements, and pleasures of specific plants are examined and places such as the Franklin Conservatory are highlighted. Regular columns provide all sorts of tips, news briefs, and suggestions, with book reviews, editorials, classifieds, and plant society news completing the coverage. Color photographs and watercolors grace each page.

The 40-page premier issue included articles on greenhouses, hydroponics, and the "Weird, Wet, and Wonderful Umbrella Palm." Subscriptions are $19.95 per year in the U.S., $24.95 elsewhere from *HousePlant Magazine,* Rte. 1, Box 271-2, Elkins, WV 26241 (1061-4079).

Gen.. Colin Powell is one of 30 achievers profiled in the premier of Biography Today.

Bios for kids

Biography Today: Profiles of People of Interest to Young Readers offers short sketches of individuals young people want to know about: entertainers, athletes, writers, illustrators, cartoonists, and political leaders. Aimed at readers age 9 and older, each issue of this quarterly magazine contains approximately 30 profiles. Arranged alphabetically and illustrated with black-and-white photographs, each entry includes information on the subject's childhood, education, important influences, career decisions and career highlights, interests and hobbies, marriage and family, writings, and honors and awards. Addresses for correspondence are provided and further reading suggested.

Biographies for the premier issue included M.C. Hammer, Paula Abdul, Steffi Graf, Michael Jordan, Nelson Mandela, Colin Powell, Bill Watterson ("Calvin & Hobbes"), and Judy Blume. Some indi-

viduals, such as author Madeleine L'Engle and Lee Iacocca, provided autobiographies. Promised for future issues are biographies of Princess Di, Jay Leno, Tim Allen, Lynda Barry, Spike Lee, Nina Totenberg, Gloria Steinem, David Duke, Boris Yeltsin, Ice-T, Garth Brooks, Wynton Marsalis, Public Enemy, Bonnie Raitt, Jackie Joyner-Kersee, and Stephen King. With each issue running to 100 pages, 120 biographies will be published each year, as will cumulative indexes. Single issues are $10 and yearly subscriptions $38.50 (with hardbound cumulative editions also available) from Omnigraphics, Penobscot Bldg., Detroit, MI 48226 (1-55888-761-X, 1058-2347).

WOMEN

Health help

Women's Health Letter: The Monthly Review of Women's Health Issues is a concise and focused newsletter featuring the latest findings, concerns, and tips regarding female health. A sample eight-page issue contains information on menstrual pain, the use of condoms, biological facts relating to postpartum depression, the link between breast implants and immune disorders, and simple, low-cost fertility boosters. News briefs and "fast facts" share conclusions reached by researchers on everything from sore feet to women's "gift of gab." Subscriptions to the monthly newsletter are $18 a year from *Women's Health Letter*, 2245 E. Colorado Blvd., Pasadena, CA 91107.

In praise of women athletes

Women athletes are competing in greater numbers and at higher levels then ever before, garnering widespread attention and support as well as exercising increasing influence as role models. An attractive new book, *Outstanding Women Athletes: Who They Are and How They Influenced Sports in America*, celebrates and chronicles the achievements of pioneering women athletes by "combining history, biography, bibliography, and statistics." The historical sections date back to the late-nineteenth-century achievements of equestrian Eleanora Randolph Sears and early women's sports organizations. An entire chapter is devoted to women in the Olympics.

Bryn Mawr's 1905 field hockey team. From Outstanding Women Athletes.

The informative overview is followed by 60 illustrated biographies of women athletes representing 19 sports categories: auto racing, aviation, basketball, bowling, cycling, dog sledding, field hockey, figure skating, golf, gymnastics, skiing, softball, squash, tennis, volleyball, and others. A suggested reading list follows each biography. Other sections contain a selected annotated bibliography for each sport, a directory of organizations that promote and support women's participation in various sports, and listings of award and championship winners. Indexed by subject, 296 p., $39.95 from Oryx Press, 4041 N. Central, Phoenix, AZ 85012-3397 (0-89774-713-5, 92-199).

Violence against women

The Center for Women's Global Leadership at Rutgers University's Douglass Col-

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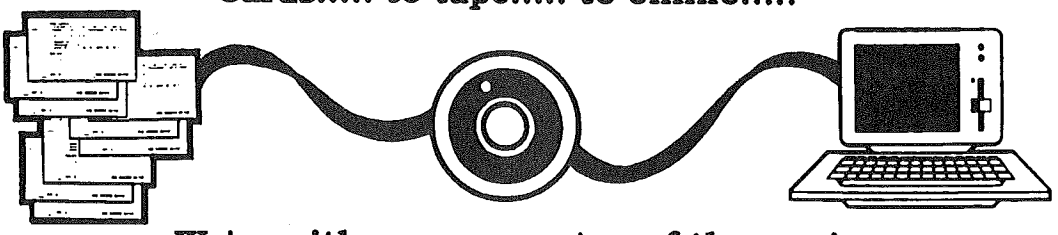

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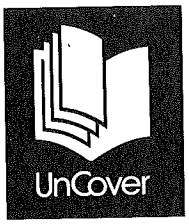

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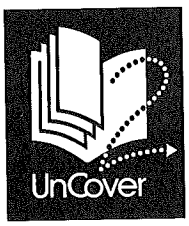

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lege has published a pamphlet about gender violence, a key force in preventing women's economic and social development. *Gender Violence: A Development and Human Rights Issue* contains two papers.

"Women's Rights as Human Rights: Toward a Re-Vision of Human Rights" by Charlotte Bunch provides statistics on rape, battery, female infanticide and neglect, and other forms of gender violence suffered on a global scale.

"Violence Against Women: An Obstacle to Development" by Roxanna Carrillo defines gender violence as a major barrier to women's participation and success in development programs.

42 p., $5 from the Center for Women's Global Leadership, 27 Clifton Ave., Douglass College, Rutgers University, New Brunswick, NJ 08903.

RESOURCE

Small business succor

The Legal Guide for Starting & Running a Small Business is a self-help adviser for small business owners and managers. It covers all legal aspects of setting up and running a small business from relationships with landlords, customers, and suppliers to handling cash and credit cards, choosing the best insurance policies, writing contracts, and complying with tax and zoning laws. The language is plain, concise, and clear, and the page layouts are designed for quick access, cross-referencing, and emphasis of key points. At the heart of much of these essential legal recommendations and explanations are financial considerations: how to save, make, and protect money.

The guide begins with definitions of various small-business structures, such as sole proprietorships, corporations, franchises, or limited liability companies, and works its way through the naming of a business, securing the proper licenses and permits, choosing a location (including home businesses), and legal requirements for dealing with employees and customers. Also covered are such specifics as how to dispose of toxic waste and how to protect trade secrets. Drawings, icons, and special boxed hints and warnings help organize the material, making this paperback truly reader-friendly.

Appendixes list state offices that provide small business help and Federal Trade Commission offices. Indexed, 321 p., $19.95 from Nolo Press, 950 Parker St., Berkeley, CA 94710 (0-87337-174-7, 92-14279).

Librarian's library

BY SANDY WHITELEY, EDITOR
REFERENCE BOOKS BULLETIN

How green is my library

A new journal for environmentally concerned librarians, *Green Library Journal: Environmental Topics in the Information World*, is published three times a year by the Green Library in Berkeley, Calif.

International in scope, articles in the 75-page Spring 1992 issue deal with environmental information in Slovakia, Poland, Ecuador, and the U.S.; a library recycling program at Bowling Green State University; a conference of fish and game agency librarians; and pesticide information sources. Book reviews appear in each issue, as well as DataPoints, which list conferences, organizations, calls for papers, new publications, and news items of interest.

Subscriptions are $20 for individuals, $40 for libraries from *Green Library Journal*, POB 11284, Berkeley, CA 94701 (1059-0838).

Librarians, inform yourselves

Trying to keep up with professional reading is a problem for librarians and, as libraries cancel subscriptions to journals, this task becomes even more difficult. *The Informed Librarian: Professional Reading for the Information Professional* is a current contents service for our profession.

Published monthly, it reprints the tables of contents of library and information-related journals; for example, the 15-page April issue includes contents pages from *American Libraries, CD-ROM Professional, International Journal of Legal Information, Online,* and 24 other periodicals. Later issues also reprint tables of contents from newly published books on library-related subjects. The publisher offers an article delivery service for a fee.

A one-year subscription is $99 from Infosources Publishing, 140 Norma Rd., Teaneck, NJ 07666 (1061-3609).

Only eight months till summer!

Planning summer reading programs is a challenge for children's librarians in public libraries. Get a jump on next summer with *Summer Reading Clubs: Complete Plans for 50 Theme-Based Library Programs* by Martha Seif Simpson.

Aimed at children in grades K–7, units are built around themes that are sure to appeal to young readers such as camping, dinosaurs, monsters, or pets . For each unit, Simpson provides some advertising copy ("Attention fun-seekers! _____ Library's own amusement park will be operating this summer, and you can be part of it! . . ."), a list of promotional items such as balloons and bookmarks, and 15 activities built around the theme. For the amusement park theme, for example, children can design a park, make a ferris wheel or carousel horses, invent a new ride, or make candy apples and popcorn.

Lists of theme-related books (divided for younger and older readers) and videos follow each promotional theme. A list of video distributors and an author-title index complete this 204-page paperback, $18.95 from McFarland & Company, POB 611, Jefferson, NC 28640 (0-89950-721-2, 91-51231).

Babytalk

It's never too early to initiate a lifelong library habit. *Mother Goose Time: Library Programs for Babies and Their Caregivers* by Jane Marino and Dorothy F. Houlihan is packed with ideas on programming for children from birth to age 2 ½.

The first section explains how to plan and carry out programs of songs, finger plays, and books for babies and toddlers. The second section contains rhymes and songs that can be used with babies, coded for walkers or prewalkers. The last section contains the music for songs such as "If You're Happy and You Know It" and lists of books for a Mother Goose Time program. A series of rhyme indexes are provided by title, first line, type of rhyme, and developmental group.

This 172-page book is $30 from H.W. Wilson, 950 University Ave., Bronx, NY 10452 (0-8242-0850-1, 91-46986).

Art appreciation for kids

Sylvia Marantz's *Picture Books for Looking and Learning: Awakening Visual Perceptions through the Art of Children's Books* helps librarians and teachers introduce children to the concepts and aesthetics of art appreciation.

Using 43 award-winning picture books from illustrators like Leo Lionni, Tomie dePaola, and the Dillons, Marantz shows how to discuss the art of each book. Each entry also suggests a complementary art activity and closes with a bibliography of other books by that illustrator. Books are arranged by age in three groups: preschool, kindergarten, and grades 2–4. Introductory chapters describe how a picture book is made and define art media and techniques, providing a vocabulary for talking about art.

Appendixes list recent picture books that portray other cultures, more sophisticated picture books for older children, and further reading for adults. This 208-page indexed paperback is $24.50 from Oryx Press, 4041 N. Central, Phoenix, AZ 85012-2651 (0-89774-716-X, 92-14953).

Reaching common goals

The aptly named *Working Together: A How-to-do-it Manual for Trustees and Librarians* is by public librarian Jim Swan. Unlike most titles on this topic, which are addressed either to librarians or trustees, this book provides an integrated approach to trustee/librarian relations.

Swan covers recruiting trustees, hiring and working with a librarian, policies, finances, facilities, and public relations. Lengthy appendixes include sample forms and library policies for trustees, staff, and the public; a sample book-selection policy; responsibilities of various staff members for functions like budget preparation and staff hiring; and a case study.

The 219-page book concludes with a bibliography and an index. *Working Together* is available for $35 from Neal-Schuman Publishers, 100 Varick St., New York, NY 10013 (1-55570-096-9, 92-19829).

MEDIA MIX

Jazzed up videos

Leisure Enterprises, Ltd., has released two new titles that celebrate the art of jazz piano.

●*Salute to Jelly Roll Morton* is a 60-minute program featuring the inimitable Jelly Roll Morton, the Dukes of Dixieland,

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This engaging biographical dictionary contains more than 350 entries, from suffragettes and civil rights leaders, to environmental activists and social critics. Also includes 100 black and white illustrations. April 1993, ISBN 0-87436-633-X, $65.00; Pre-publication $50.00

World Encyclopedia of Cities
George Kurian

This six-volume set contains the largest collection of data ever assembled on more than 600 cities from around the world. Volumes I and II, covering North America and Canada, available August 1993, Volume I: ISBN 0-87436-650-X, $75.00; Pre-publication $67.50; Volume II: ISBN 0-87436-651-8, $75.00; Pre-publication $67.50; Two Volume Set: SAVE 15%, $127.50

Dictionary of Native American Mythology
Sam D. Gill and Irene F. Sullivan

Explore the amazing array of mythical beasts, heroic humans, and nurturing spirits in this beautifully illustrated, carefully researched reference on Native American mythology. You'll have quick access to more than 1,000 entries on Native lore, phrases, symbols, images, motifs, and themes. December 1992, ISBN 0-87436-621-6, $65; Pre-publication $58.50

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130 Cremona Drive, Box 1911, Santa Barbara, CA 93116-1911

and jazz master Danny Barker on 16 selections that highlight the zest and virtuosity of Morton's piano blues and "stomps."

•*Ellyn Rucker: Live in New Orleans* documents a concert by one of the "best-kept secrets in jazz." Distinctive and jaunty, Rucker is equally adept at singing and playing the piano. This 60-minute presentation features Rucker's trio romping through jazz standards as well as compositions by Duke Ellington, Blue Mitchell, and Freddie Hubbard.

Each title is available in VHS video format ($19.95), as well as on audiocassette ($9.99) and CD ($14.99) from Leisure Enterprises, POB 56757, New Orleans, LA 70156-6757.

Inside Russia

A new, two-volume boxed video set covers 700 years of Russian history from Alexander Nevski to Boris Yeltsin.

Each one-hour VHS video contains exclusive footage shot inside Russia both in the past and present, as well as exciting archival films, posters, photography, prints, and sound and music recordings never before seen or heard outside the former Soviet Union. From czars to Communists to the Commonwealth of Independent States, this is a saga of invasion and war, revolution and tyranny, conflict, hardships, and change.

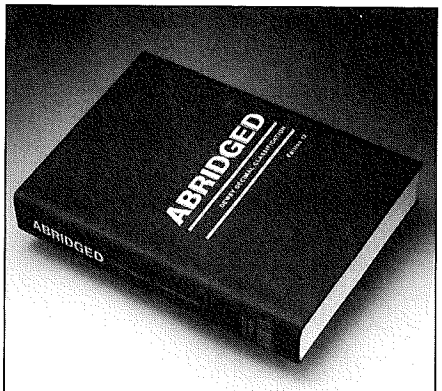
$89.95 from Library Distributors of America, POB 97598, Thousand Oaks, CA 91359-0249.

INFO BRIEF

Log on to e-mail

The *Directory to Fulltext Online Resources 1992* brings networkers up to date on the now-phenomenal number of primary online information resources. Fulltext refers to commercial services such as Dialog, Lexis, Nexis, Dow Jones, and Prodigy, as well as CD-ROM directories, online library catalogs, bulletin boards, electronic journals and conferences, and even electronic libraries. This guide describes the content of, and access modes for, all established e-mail resources, with plenty of practical advice and commentary on the side.

This indexed, 138-page paperback is $30 from Meckler Publishing, 11 Ferry Lane W., Westport, CT 06880 (0-88736-833-6, 91-38584). □



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What lasts is what you start with

BY CHARLES E. FARLEY, JR.

Discovering what is constant in the fast-changing world of information technology

When I earned my MS in librarianship from Western Michigan University in 1971, TV media laboratories were considered the technological wave of the modern library's future. At the time, well before VCRs and laser discs, going to the library to watch educational videos seemed pretty advanced, daring, bold.

By 1992's standards, it's about as daring as a brown tweed jacket and about as bold as a pair of wingtips. Today, this technology is an artifact, a curiosity, even an embarrassment, like the clothing and hairstyles of the '60s. But it does remind us how transient the technology of the moment really is. It reminds us that in a few short years the CD-ROM databases that we're wide-eyed about today will seem like quaint collections of so many scratchy 45s.

Disillusioning, yes. But time—even in small doses—can do peculiar things. Not that long ago, a Democratic candidate for president could enter an election and, with one hand on the Bible, talk sincerely about coming out of it with a victory. Not that long ago, Frank Sinatra elicited the same sort of parental scowls as we see produced now by Metallica.

Change is something you'd think we'd be accustomed to, especially in the waning years of the twentieth century, when new technologies sprout like potholes in the central New York spring. At no time in history has so much change occurred so rapidly. And nowhere are the changes in libraries more powerfully documented than in the pages of the product catalog my company has been producing since the turn of the century.

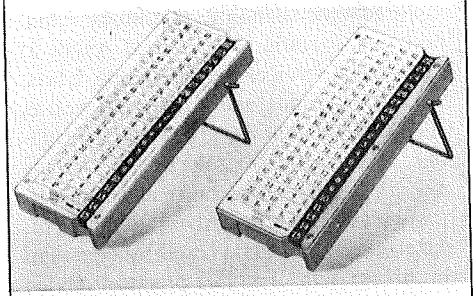
Browsing through these old catalogs is amusing, intriguing, and ultimately a bit disturbing. All these changes, and to what end?

Leafing through these old catalogs one cold, quiet Syracuse evening, after everyone else had left the office, I was struck by the scores of products that (like old friends) had changed, the dozens that had quietly disappeared, the many others that I no longer even recognized. On page after page they appeared, like silent rows of tombstones.

Suddenly—overcome by a feeling of fleeting professional mortality—I called out into the darkness beyond my lone fluorescent tube: "What lasts?"

Like Poe upon a midnight dreary, I think I heard an answer. I think it came from the brittle old pages themselves.

Okay, so maybe not from the pages themselves. And no, there wasn't any ominous bird perched above my chamber door. Still, the products in these pages told me something that I think is vitally important to all of us. Let's turn to them briefly while I explain this revelation.



No. 731 No. 730

Billed in 1957 as "a precision-made computer," this handy item can still be found in some libraries. Will today's computers be around 35 years from now?

This exotic mutation of the old reliable card catalog from Gaylord did double duty as a picture file.

Remembering a trusty friend

In every edition of these product catalogs, even the newest, I found the venerable card catalog. We all know it well. Quartered light oak. Antique finish. Little brass pull handles. Made to last.

From the dawn of our profession as a profession—days when the best way to get from here to there was on the back of a horse—the card catalog was the library's basic "system," the "database" that centralized information on the holdings of libraries large and small. Who among us cannot recall the school librarian (in my case, Mrs. Dalton) conducting an "orientation" for the third grade class—a process that began, naturally and inevitably, with the card catalog.

As I paged my way back in time, I realized that the card catalog, to most of us, is a special sort of product. The card catalog was there for us in grade school. It was there for us in high school. It was there in college. Indeed, the card catalog is more to us than just a reference tool; for my generation, at least, it's a widely shared cultural experience, like puberty or chicken pox. ☞

CHARLES E. FARLEY, JR., *is vice-president of Gaylord Information Systems, headquartered in Syracuse, N.Y.*

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Even through the '60s and '70s, the card catalog was still the faithful spaniel that you could rely on, more or less, to locate a book. In a concession to modern tastes, the cabinets began to appear in different finishes: walnut, dark maple, honey maple, even vinyl. The cabinet designs were modernized, too, and now came in an array of heights, widths, and depths. But card catalogs, like wheelbarrows and sewing machines, were pretty much the same as they'd always been.

Today, of course, computers have come to do what the card catalog used to do. Today, every second-grader is computer literate, undaunted by function keys, cursors, menus, and all the accoutrements of online public access catalogs. Today—the realization made me shudder as I sat hunched in the gathering darkness—the card catalog may finally be ready to receive its last rites.

Paging further back

The old product catalogs also reminded me that a similar evolution has occurred among the products we use to circulate books, and now tapes and videos and software.

Nowadays, even in most small libraries, barcodes and laser scanners are the tools of the check-out process. No need for handwriting. No need for key strokes. And no room (ahem) for human error.

Laser scanners and barcodes are the highly evolved descendants of crude, manual charging methods that are almost too painful to consider. Here we must light a pitch-pine torch and peer backward into the Cro-Magnon period of library products. In these dark days (gasp!) we find only handwritten date slips and manual circulation records—the technological equivalent of rubbing two sticks together to start a fire. ☞

The book charging machine (above, in use at the Montclair, N.J., Public Library) was an electronic marvel that charged out books "in a split second." But in 1936 seconds weren't being split into billionths. The Gaylord exhibit booth at an early ALA conference (below) displayed numerous innovations available through company catalogs.

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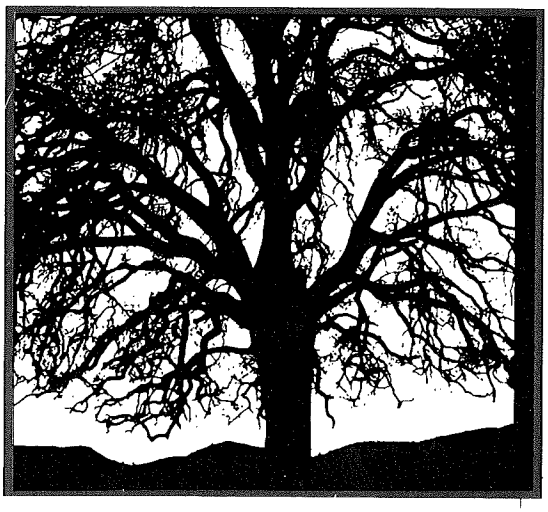


The technology was refined considerably during the '30s and '40s, when various types of charging machines—the first ones purely mechanical, the later models electronic—were developed to automate the check-out process. Remember your library card with the little metal plate? That plate, of course, was a prime component of the new charging machine technology of the 1930s.

But another page had yet to be turned before I reached the oldest library products of all... and found what I think I'd really been looking for.

The fossils of our profession

In the earliest catalogs (turn-of-the-century and nineteen-teens vintage), I uncovered the really old products—the pottery fragments and cave drawings of a time when the world was truly a different place. It may have been the best of times; it may have been the worst of times. I suspect a little more of the latter. It was an era, in any event, when libraries operated less like Ferraris and more like the Nina, the Pinta, and the Santa Maria.

These were days long before gigabytes and nanoseconds—nay, almost before electricity itself—a primitive, hunter-gatherer period which featured library products that in today's market would be rendered extinct before the end of the current quarter.

Engraved brass shelf labels whose messages were never expected to change. Call numbers that were hand-lettered in real gold leaf. Combination pencil/date stamps ("the lightest on the market"). Bookbinders' supplies (special threads, needles, glues, clamps, awls, knives, and so forth) that rivaled a country doctor's set of instruments. Posters drawn and lettered by hand, right on the premises. "Overdue" postcards that could be mailed for a penny. Relics. Arrowheads. Ghosts.

An electric stylus for lettering was de rigueur in 1936.

One after another, they appeared before me, like the faded renderings of early presidents. As I viewed the procession, I indulged a yearning for earlier, simpler times (if not kinder, gentler ones).

Bookbinders' thimbles

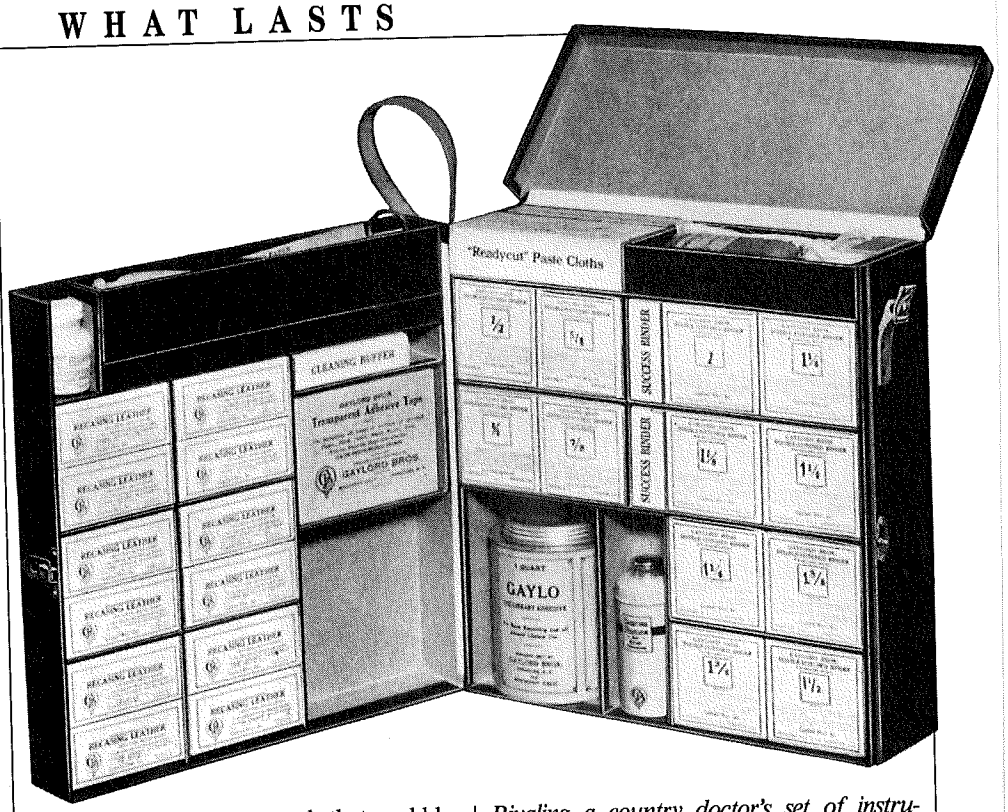
And then came the revelation. Between the products of the 1990s and the products of the Gay Nineties, as much as they had changed, I perceived a dim kinship, less a family resemblance than a spiritual likeness. I saw them all suddenly as working toward the same end, all as individual threads in a common fabric.

What did our hot new networking software have in common with an embossing stamp the size of a truck jack? What relation was there between these advanced new antitheft systems and these odd-looking bookbinders' thimbles?

They were all related in one single, central respect. All of the products in the catalogs there before me—those of steamboat days and those of the Concorde—shared the same common purpose: to help librarians help people find and use information. This was the constant, the one thing that had endured. "What lasts," I recalled the poet Charles Wright saying, "is what you start with." And that, for all of us in libraryland, past and present, is an unflagging commitment to improving access to information.

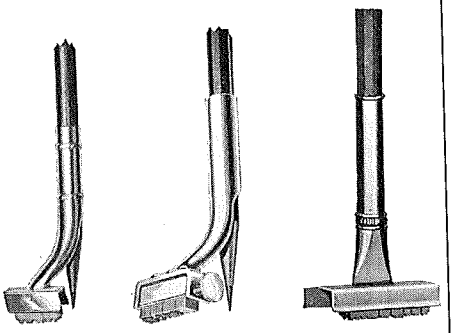
Not exactly nirvana, I admit. Not exactly the discovery of the Holy Grail. But, hey. It made me feel better somehow. It made me feel like I'd regained some little something I'd lost, or remembered something I'd lost sight of. With my heels on the desk, I basked for a while in a warm fondness for past times.

In a while, I closed the old catalogs and took them back to the storage room where they could continue their process, briefly interrupted, of quietly gathering dust. Then I turned off the lights, locked the doors, and headed for home, without further thought—at least for that night—about the new technologies tomorrow might bring. □



Rivaling a country doctor's set of instruments, the "Bookcraft Box" kit contained all the essentials for book repair. Below, the pencil dater, was "a convenient time saver" that printed a date due with one swift tilt. Note: "Rubber type for dates not included."

Pencil Date Holders



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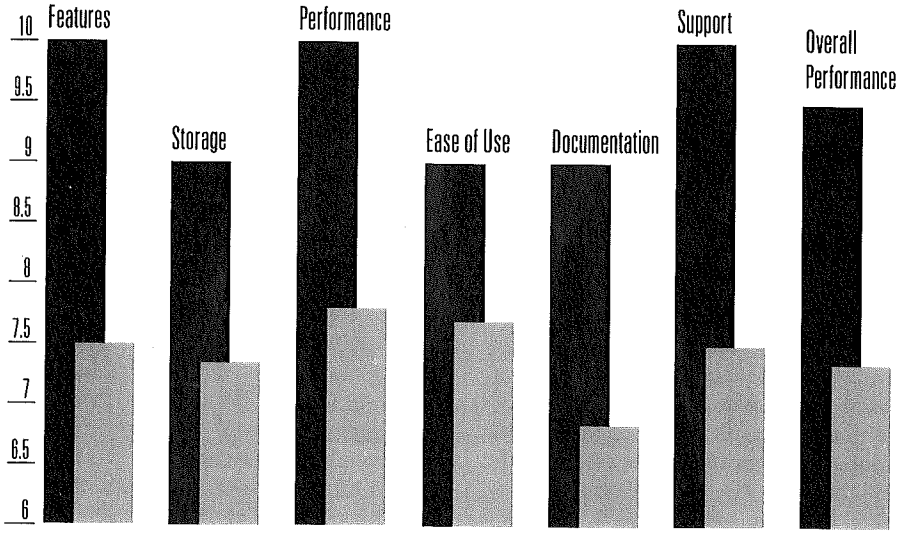

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The Baby Bells battle: Who controls the info infrastructure?

BY CAROL C. HENDERSON

As monetary stakes rise in the information industry, libraries must reposition for survival in the new electronic environment.

A full-page ad in the *New York Times* asserts that the world's knowledge, through electronic libraries operated and maintained by your local telephone network, could be available to children in every corner of America—if Congress would let it happen. Another full page ad in the *Washington Post* claims that ALA is one of many thriving electronic information service providers that would be cut off if the Baby Bells are permitted to provide their own information services, leaving the Bell monopoly as the only leaf on the tree.

What's going on here?

The *Times* ad was sponsored by the Regional Bell Operating Companies (the RBOCs or Baby Bells); the *Post* ad by the American Newspaper Publishers Association and allied organizations. Powerful industry groups are engaged in a high-stakes battle over the marketplace for electronic information services.

A public policy debate is underway with major ramifications for the future of library services and the public's access to information. The outcome of the Baby Bells battle may determine how the electronic information infrastructure is developed in the United States, and that makes it a crucial issue for every public, school, academic, and special librarian in the country.

The central issue is: Under what conditions should the Baby Bells be allowed to provide information services? Ten years ago, a decision known as the Modified Final Judgment settled an antitrust suit brought by the U.S. Department of Justice against AT&T. The settlement caused the breakup in 1984 of the Bell telephone system. Judge Harold Greene of the U.S. District Court for the District of Columbia prohibited the seven newly created RBOCs from entering unregulated businesses such as electronic publishing or the manufacture of telephone equipment, because of the RBOCs' dominant power in their local service areas. Separate cable legislation passed in 1984 also kept the phone companies out of the cable television business.

Although bypass technologies such as cellular phones and private business networks are beginning to erode RBOC dominance over local telephone service, most telephone customers are still able to obtain local service from only one company. Judge Greene, who has continued to preside over issues resulting from divestiture, modified these restrictions in 1988 to allow provision of information gateways and limited electronic information, but not true content services.

More recently, Judge Green ruled July 25, 1991, to lift the restrictions because he felt a 1990 decision of the U.S. Court of Appeals for the Ninth Circuit had left him no choice but to do so. He stayed the order, feeling that it would be appealed, but on Oct. 7, 1991, the U.S. Court of Appeals for the District of Columbia Circuit allowed (pending further judicial review) the RBOCs to enter the information services industry immediately. A subsequent appeal to the Supreme Court to reinforce the stay was rejected.

Bringing up Baby Bells

During the past decade, various industry groups have been jockeying for position on the role of the phone companies in information services; bills have been introduced, and congressional committees have held hearings from time to time on the issues. The RBOCs would like to provide information services, of course. They would also like to carry cable TV signals, and claim that they need to do so as economic incentive to replace copper wire with high-capacity fiber to the home. The cable industry would like to get into the phone business.

The most vocal opponent of RBOC entry into information services is the American Newspaper Publishers Association, since newspapers fear the potential loss of revenue from classified ads.

Both industry groups have lobbied the library community for support of their positions, and each couches its position as furthering the public interest. Each group would like library support to help give legitimacy to its position.

The arguments for opposing phone company provision of information services are strong. The RBOCs, which often have monopoly power in their local service areas, would have the incentive and the ability to discriminate against competing information providers or to subsidize their own information services with regulated revenues, despite statutory protections. Instances of RBOC "misbehavior" have already been cited by opponents at congressional hearings, and many observers are skeptical about the ability or willingness of the FCC to regulate the industry vigorously. For protection of free expression, the common carrier controlling the local conduit should have no control over the content carried over that conduit.

Some librarians have argued forcefully that sophisticated information services will never reach rural libraries or residents of rural and sparsely populated areas until the phone companies are permitted to provide them. Some rural libraries incur a long-distance charge to connect to a value-added network for online database searching because no local node exists—a problem severe enough that certain state library agencies and library networks have subsidized the higher costs for rural libraries to participate in online networks. Some have argued that libraries should work with phone companies and negotiate favorable arrangements to make library services available to the public over phone company gateways.

The recent lifting of the restrictions by court action has caused an interesting reversal of strategy among key industry players. The RBOCs now have what they want through the courts (except for entry into cable), and so have moved into a defensive position with Congress—essentially opposing any legislation. The newspaper publishers, who previously opposed the legislation the phone companies wanted, are now actively pursuing legislation to restore the information service restriction. ☞

CAROL C. HENDERSON *is deputy director of ALA's Washington Office.*

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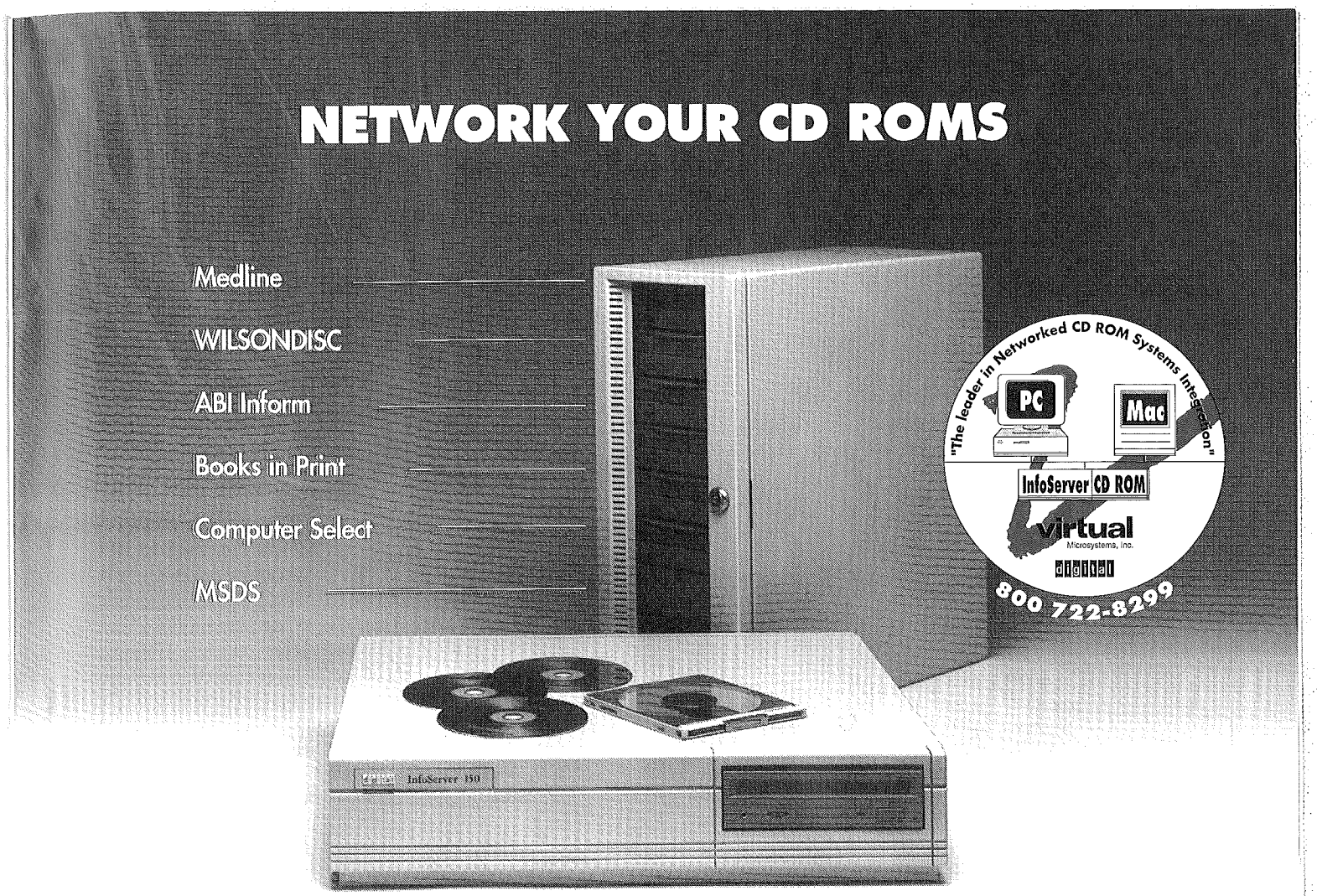

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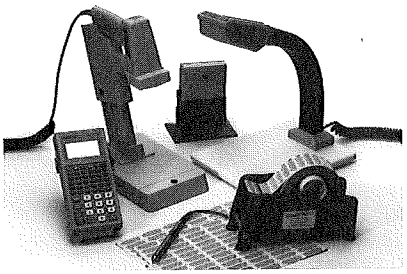

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Adding to the policy ferment, the FCC Oct. 24, 1991, proposed that phone companies be allowed to provide "video dialtone" service—that is, to carry TV signals—but not to own television programming.

A related issue, and one being closely watched by the Baby Bells, is the High-Performance Computing Act (S. 272, PL 102-194), signed into law Dec. 9, 1991 (*AL*, Feb., p. 129). The HPCA establishes the National Research and Education Network through an upgrading of the federal backbone portion of the Internet, together with related activities. NREN is a high-capacity computer network designed to link research and educational institutions, libraries, government, and industry in every state. Opinions differ as to whether or not NREN will evolve into the ultimate broadband network reaching every American home; it is a pubic policy testbed as well as the technological testbed originally envisioned.

Legislative activity has intensified in this Congress. Rep. Jim Cooper (D-Tenn.) has introduced HR 3515, to allow the RBOCs to provide information services, but only through separate subsidiaries and, in their own service areas, only after meeting a "bottleneck" test in which 50% of customers have access to comparable delivery service and 10% actually subscribe.

In addition, there must be no possibility of impeding competition in electronic publishing, and no extra cost to phone subscribers. This test is considered so tough that it would essentially reverse Judge Greene's decision. HR 3515 is supported by the American Newspaper Publishers Association, the cable industry, the Consumer Federation of America, Dialog, and CompuServe. A similar bill, S. 2112, has been introduced by Sen. Daniel Inouye (D-Hawaii), chair of the Communications Subcommittee.

The debate in the house is complicated by a jurisdictional dispute involving the chairs of two powerful committees—Rep. John Dingell (D-Mich.) of the Energy and Commerce Committee and Rep. Jack Brooks (D-Tex.) of the Judiciary Committee. Dingell seems more sympathetic to the Baby Bells and the new services they promise, and seems to feel that many newspaper publishers are near-monopolies in their communities. Brooks often levels scathing criticism at the Baby Bells, against whose

A recap of ALA involvement

Since Judge Greene's Modified Final Judgment was issued in 1982, ALA has been active in several multiyear telecommunications efforts. The Association protested excessively high post-divestiture tariffs on the private lines on which bibliographic utilities such as OCLC and the regional and state library networks depend. Through an ALA-hosted coalition of library associations and library networks, the proposed increases were postponed long enough to allow the reconfiguring of networks to avoid dependence on such high-cost lines.

ALA protested the imposition of access charges on enhanced service providers or value-added networks such as CompuServe. This Federal Communications Commission proposal would have increased the costs of online database searching prohibitively. The FCC did not implement its proposal due to library and other computer users' objections.

ALA submitted comments during the National Telecommunications and Information Administration's study of the domestic telecommunications infrastructure.

Most recently, ALA successfully promoted library inclusion in the newly enacted High-Performance Computing Act which calls for establishment of the National Research and Education Network.

The ALA Committee on Legislation considered the issue of phone company provision of information services at recent meetings and felt that it needed wider ALA input on how to protect basic principles and library interests as telecommunications policy evolves. At ALA's Midwinter Meeting in January, Committee Chair E. J. Josey established an ad hoc subcommittee on telecommunications, chaired by Elaine Albright of the University of Maine.

The Committee on Legislation heard more about these issues and got direct input from ALA units and members at Annual Conference in San Francisco this summer. A program with outside speakers on these issues was held during the committee's "Information Update," and an open hearing was held to solicit opinions and recommendations.

For further information on the issues or upcoming events, contact the ALA Washington Office at 110 Maryland Ave., N.E., Washington, DC 20002; 202-547-4440; fax 202-547-7363; Bitnet NU_ALAWASH@CUA.

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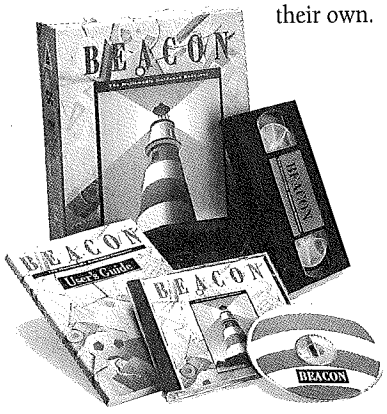

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unruly behavior he feels consumers must be protected through regulation. Many observers feel that Congress is currently at a stalemate on the issue because of the powerful pull of two opposing industry groups —the phone companies and the publishers.

Sen. Conrad Burns (R-Mont.) and Rep. Rick Boucher (D-Va.), with rural fiber deployment in mind, have introduced S. 1200 and HR 2546, the Communications Competitiveness and Infrastructure Modernization Act of 1991. These bills would allow telephone companies limited entry into cable TV carriage and programming as an incentive to provide fiber to the home.

Broadband implementation plans under these bills are to give priority consideration to deployment to educational institutions (libraries are not mentioned), health care facilities, and small businesses. Rep. Don Ritter (R-Pa.) has introduced HR 3701 to create incentives for the communications industry to modernize its infrastructure; funding would be generated by auction of radio frequency spectrum for cellular phones (replacing the current no-fee licensing procedure).

Intensifying debate over the reshaping of telecommunications policy poses crucial questions for librarians: How can basic principles such as freedom of expression and privacy rights be protected? As telephones become more like computers and television sets become more like computer screens, what should constitute universal service? How can affordable access to telecommunications services be achieved and protected for libraries so that the library safety net is available for all users? How can the provision of sophisticated services be guaranteed for inner cities and rural areas? How can long-standing policies of the print era, such as preferential postal rates and fair use of copyrighted works, be translated into the electronic era?

Fortunately, librarians are fully engaged in these questions through their associations and through increasing participation in nonlibrary organizations and special conferences such as the Second Conference on Computers, Freedom, and Privacy, held in March. Librarians have considerable expertise, and a history of involvement on many of the principles at stake, to bring to this policy debate. What is needed is an ALA policy stance that explains the essential library role in the electronic environment, sets conditions needed in telecommunications policy to enable libraries to perform their missions in this environment, holds firm on principles, and is flexible on strategies. □

"ALA & You" continues on p. 806.

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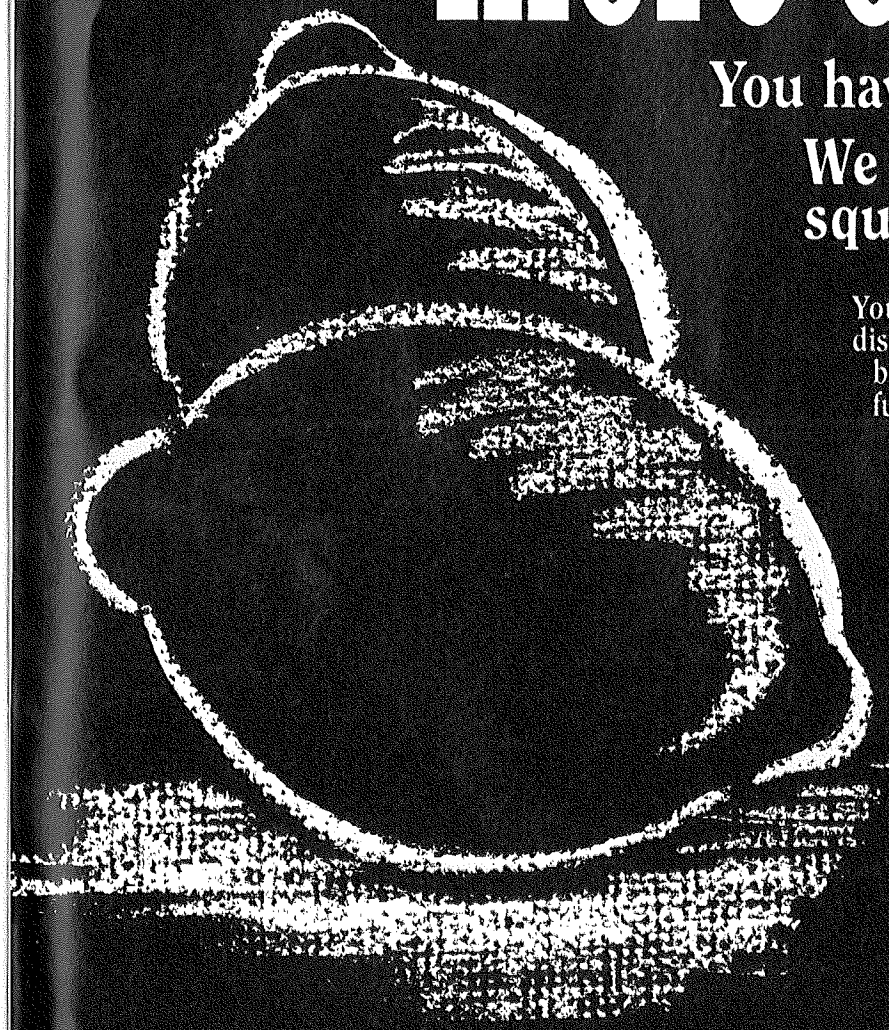

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ALSC participates in literacy project with Head Start

Representatives from ALA's Association for Library Service to Children (ALSC) recently participated in a planning meeting for a new project designed to stimulate a national partnership between libraries and Head Start programs.

Sponsored by the Center for the Book in the Library of Congress and the Head Start program of the U.S. Department of Health and Human Services, the two-year project will develop, produce, and test a multimedia resource package that demonstrates how Head Start agencies and libraries can work together in literacy programs at the local level.

"ALSC is thrilled to establish this Head Start link," said ALSC President Kathy East. "It is natural that the local library would work with the Head Start program to establish a firm literacy foundation for children. The proposed materials empower each group to move forward to introduce children to the love of reading, storytelling, books, and lifelong learning."

Ideas developed at the planning workshop will be incorporated into a resource package that will include a trainer's guide, a resource notebook, and two videos on how to build and maintain effective Head Start/library partnerships. In fiscal 1992, plans call for the implementation of the project's training strategies and the use of its materials in three states through efforts coordinated by state centers affiliated with LC's Center for the Book.

Others participating in the planning meeting included Head Start administrators, family literacy specialists, and representatives from the National Head Start Association.

For information about the Center for the Book and its reading promotion activities, write: Center for the Book, Library of Congress, Washington, DC 20540.

Reluctant readers brochure

Titles selected for the 1992 list of Recommended Books for Reluctant Young Readers are available as a brochure, *Quick Picks, 1992*, from ALA Graphics.

The list of 27 fiction and 29 nonfiction titles was prepared by a committee of ALA's Young Adult Library Services Association. Single copies are free with a #10 self-addressed, stamped envelope; multiple copies are $24 per 100 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611; 800-5454-2433, press 8. Orders under $30 must be prepaid.

Television and reading linked through HBO/ALA joint effort

Home Box Office (HBO) and ALA are cooperating on a venture to distribute reading lists supporting an original HBO television series. The lists were prepared by ALA's Young Adult Library Services Association (YALSA) and correspond to each of six programs under the banner "Lifestories: Families in Crisis," which debut in October and will continue once a month through March 1993.

The series presents tough issues facing families in the 1990s—parental consent for abortion, eating disorders, adolescent AIDS, drunk driving, teen suicide, and date rape—in an effort to promote discussion between parents and teens about these sensitive, but important, subjects. Each program dramatizes a true story. Real people involved in the story will conclude every program with a personal message.

A reading list for each topic contains seven to 10 titles, fiction and nonfiction, for adolescents and parents. The lists were prepared by Deborah Taylor, young adult specialist at the Enoch Pratt Free Library in Baltimore, Md., and chair of the 1993 YALSA Best Books for Young Adults Committee.

Camera-ready copies of the reading lists for reprinting are available from: HBO Project Knowledge, Home Box Office, 1100 Avenue of the Americas, New York, NY 10036-6737.

ASCLA recognizes disability publications

ALA's Association of Specialized and Cooperative Library Agencies (ASCLA) has recognized the achievements of seven periodicals that exemplify the spirit of the Americans with Disabilities Act (*AL*, Sept. 1991, p. 806+).

The publications were cited because they "empower persons with disabilities by sharing information about products, research, legislation, and daily living, and they question the status quo while seeking solutions to the barriers of physical and social access."

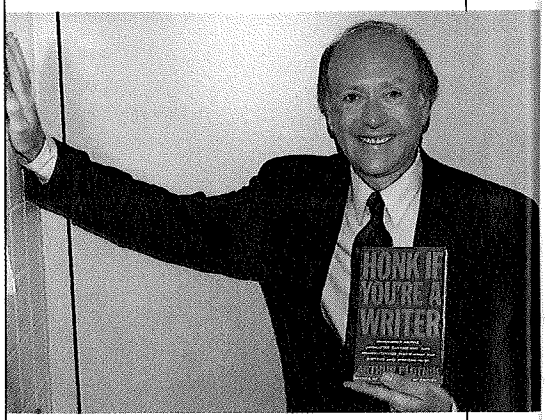
The publications are: *Computer-Disability News*, one of the first national publications to share information about equipment and software that enables persons with disabilities to use computers to achieve personal independence; *Dendron*, a low-cost publication written largely by psychiatric survivors fighting for new approaches to psychiatric treatment and an end to negative policies and stereotypes; *Disability Rag*, which answers questions about programs and assistance; *Mainstream: the Magazine for the Able-Disabled*, introducing new products and programs; *SHHH Journal*, offering practical information for people with a hearing loss; *Silent News*, covering issues and news of prime interest to the deaf; and *Spinal Network Extra*, concerning rehabilitation programs, government policies, and research agendas as well as offering practical advice.

For more information, contact the ASCLA office, 800-545-2433, ext. 4399.

ALA accreditation continued for seven graduate programs

ALA's Committee on Accreditation (COA) recently continued the accreditation, under the 1972 *Standards for Accreditation*, of seven graduate programs in library education leading to the first professional degree.

The programs are: Master of Library and Information Studies, School of Library and Information Studies, University of Alberta/Edmonton; Master of Library Science, School of Library and Information Management, Emporia (Kans.) State University; Master of Library Science, School of Library and Information Science, Indiana University/Bloomington; Maîtrise en bibliothéconomie et sciences de l'information, Ecole de bibliothécono-



"UP FROM THE SLIME" *is what ALA Associate Publisher Arthur Plotnik calls his struggle to achieve success as an author. His latest book,* Honk If You're a Writer *(Simon & Schuster, 1992), chronicles that struggle, offering—as the subtitle says—"unabashed advice, undiluted experience, and unadulterated inspiration for writers and writers-to-be." Plotnik is the author of several books, including the standard* The Elements of Editing, *and numerous articles that have appeared in the* New York Times, *the* Chicago Tribune, Publishers Weekly, *and elsewhere. He was editor of* American Libraries *from 1975 to 1989.*

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For information about a particular program or information concerning the COA report on the program, contact the school. The latest issue of COA's accredited list is available by sending a self-addressed stamped envelope to: Accredited List, ALA, 50 E. Huron St., Chicago, IL 60611.

20 sites selected for "Writers Live at the Library"

Twenty libraries have been selected as pilot sites for "Writers Live at the Library," a project sponsored by ALA with a grant from the Lila Wallace–Reader's Digest Fund (*AL*, May, p. 414).

In partnership with a community organization, each library will develop a series of programs involving writers to be hosted in the community during 1993. The 20 libraries were selected from 65 applications received from libraries in three midwestern states—Illinois, Michigan, and Wisconsin.

A two-member team from each of the 20 selected communities will attend an intensive training and planning seminar in Traverse City, Mich., this month. Travel expenses will be covered by the project.

The libraries will also receive individual planning assistance from project staff and funding and resources to host a series of programs during 1993.

A core element of the project will be a roster of writers who will visit the libraries for a reading or other event. Each local program will begin with a key program involving a high-profile writer "live at the library" as a catalyst for the series of programs the library will plan.

Illinois libraries and their partners selected to participate are: Champaign PL and Information Center with Champaign Unit 4 high schools and Parkland College; Dixon PL with Sauk Valley Community College; Gail Borden PL District in Elgin with Elgin Community College Writer's Center; Lisle Library District with Illinois Benedictine College; Northbrook PL with Oakton Community College's Office of Older Adults; Peoria PL with Peoria Area Arts & Sciences Council; and Quincy PL with the *Quincy Herald-Whig* newspaper.

In Michigan: Albion PL with Albion Public Schools; Baldwin Public Library in Birmingham with Borders Book Shop; Farmington Community Library in Farmington Hills with the Farmington Chamber of Commerce; Flint PL with United Automobile Workers of America, Region 1-C; Fremont PL with Newaygo County Council for the Arts; Cromaine Library in Hartland with the Hartland Art Council;

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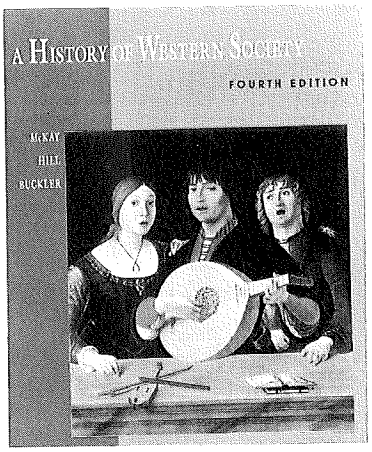

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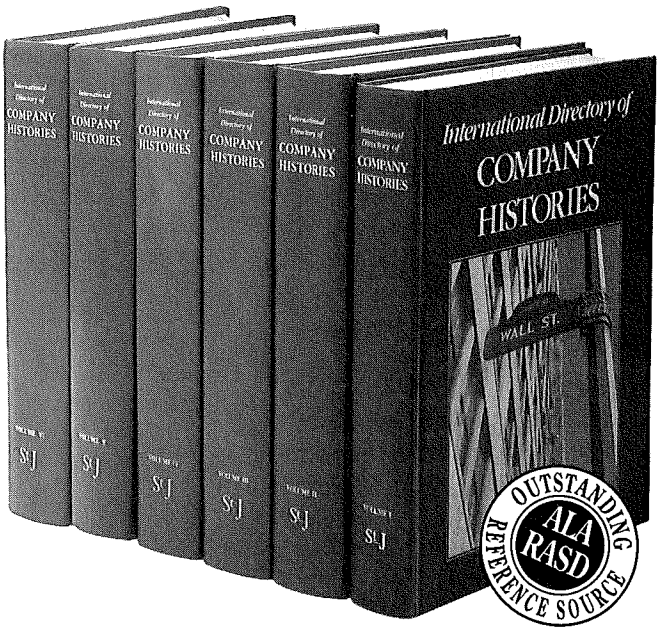

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ALA HELP EXCHANGE

● **To assist in the development of an exhibit** titled "The Many Realms of King Arthur," libraries are invited to indicate their interest in hosting such a show, now in its early planning stages. The cooperative effort among ALA, the Newberry Library in Chicago, and the New York Public Library would draw on the unparalleled Arthuriana collections of the two libraries.

If funded by the National Endowment for the Humanities in 1993, the traveling panel exhibition will tour to some 75 libraries during 1995–96. Contact Deb Robertson in ALA Public Programs before the end of November: 800-545-2433, ext. 5057.

● **Placement service** will be offered at the sixth national conference of ALA's American Association of School Librarians, Oct. 21–25 in Baltimore, Md. Registration forms are available from AASL (800-545-2433, ext. 4386) or the Office for Library Personnel Resources (ext. 4277), ALA, 50 E. Huron St., Chicago, IL 60611. Indicate whether registration is for job seekers or for employers with job vacancy listings. Preregistration is encouraged by Oct. 16, although on-site registration will be available. Interview space will be provided.

● **The Arizona State Library Association** Collection Development and Acquisition Round Table has become the 44th regional group to affiliate with the Council of Regional Groups, under the aegis of ALA's Association for Library Collections and Technical Services. CRG representatives meet semiannually at ALA conferences to consider common problems and plan programs. For information contact the ALCTS office, 800-545-2433, ext. 5035.

● **Books for Young Adults revised guidelines** have been released by ALA's Young Adult Library Services Association (YALSA). The new guidelines go into effect at the 1993 ALA Midwinter Meeting in Denver.

Changes have been made in several areas, including nominations, committee discussion, terms of committee members, and number of votes required to put a book on the final list.

For a copy of the new guidelines and brochure, titled *How Did This Book Make the List?* contact: YALSA, 50 E. Huron St., Chicago, IL 60611; 800-545-2433, ext. 4390.

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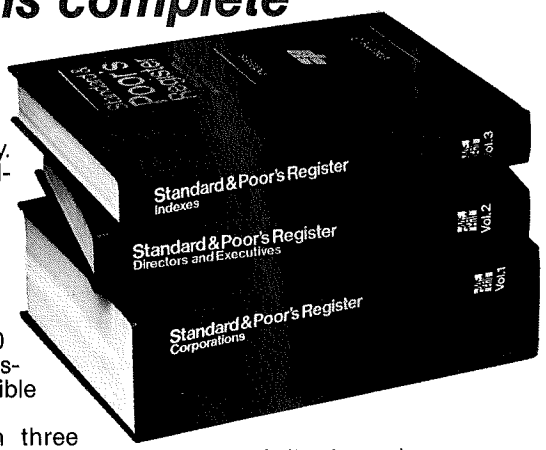

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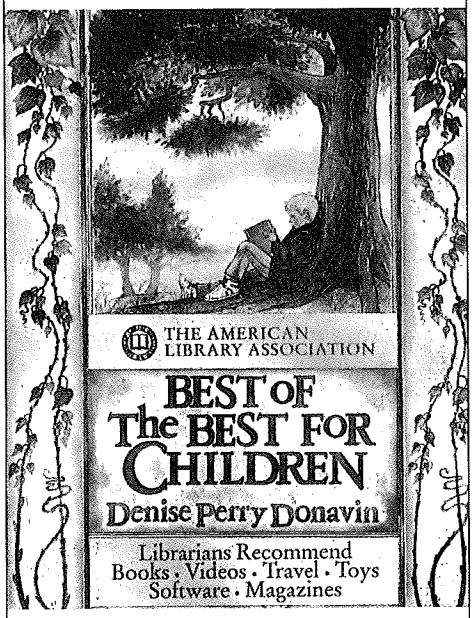

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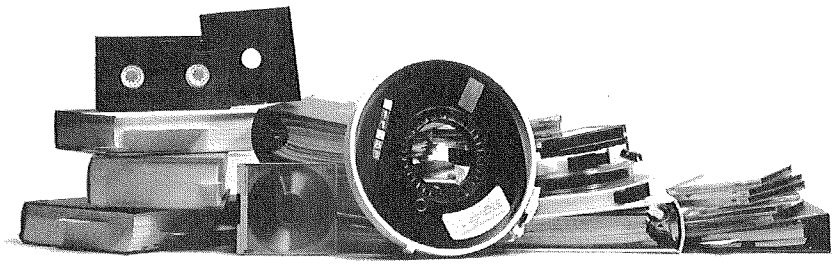

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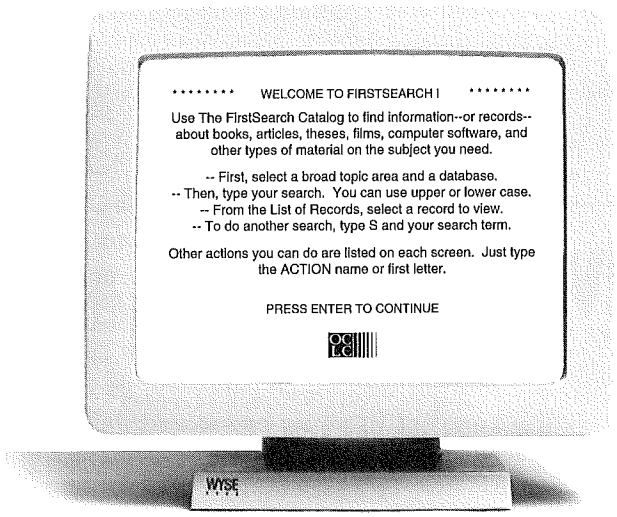

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Snowbird: An experiment in leadership

BY MARILYN L. MILLER, ALA PRESIDENT

Recently I returned from an extraordinary experience in the Wasatch Mountains of Utah, high above and overlooking Salt Lake City. I had the privilege of attending the third Snowbird Leadership Institute as one of eight mentors to a group of 32 librarians selected for their academic achievements as students, successful entry-level work experience, and leadership potential. Each has been in the field for the past two to five years.

They came to Snowbird from all parts of the country, and they work in all types of positions in all types of libraries. What they share is a belief in the future of their chosen profession, intelligence, creativity, and potential. What a joy to be with such a gathering of talent in such a grand setting, to share their enthusiasm, and to bask in the aura of their promise.

During the week-long institute, Snowbird participants tackle a variety of leadership issues. They examine leadership styles and the role of vision in leadership. They experiment with creativity and risk-taking. They look at the role of a changemaster, and then they look at leadership and power. They learn that leaders have to compromise and be candid and open to make an idea into a success. They learn that leaders—who are also good followers—have to take risks and that both leaders and followers have to trust.

Becky Schreiber and John Shannon of Schreiber Shannon Associates are the institute's talented leaders. Becky and John demonstrate what they teach, and their personalities and specific skills complement each other.

I also enjoyed being with my fellow mentors, colleagues I have known and admired under different circumstances. Our role was to give strength, support, and wisdom to the participants; translated this means we were there because Salt Lake City Public Library Director Dennis Day trusted us to know when to talk and when to shut up. We mentors also got the chance to revisit the development of our own careers, to share our most passionate professional concerns and beliefs, and to become closer to one another as colleagues and friends. My advice to any one who receives an invitation to be a Snowbird mentor: Do it!

Of course, not all was work at Snowbird. There was a night of star-watching from the top of a mountain. There was a lovely dinner on the top of another mountain. There was a nightly hot tub experience for relaxation. And always the mountains—there to challenge and to soothe us whenever we glanced over our shoulders, or straight ahead—or up.

The institute is a credit to the leadership of Dennis Day. The idea for Snowbird evolved from the ideas presented on leadership and its challenges by Margaret Chisholm, ALA President in 1987–88. Thankfully, Dynix President Paul K. Sybrowsky liked the idea of Snowbird and agreed to underwrite a significant part of the cost. Equally generous with his time and energies, Paul also involves himself personally. He attends Snowbird sessions and adds his own mentoring by listening to the participants and encouraging them to turn their professional hopes and dreams into realities.

Snowbird is an empowering experience for the participants, the staff, and the profession. As many newcomers to the profession will testify, they get lonely. So often the beginners on the staff are in a vast minority, and while they have good ideas for change, they don't yet have the skills to get those ideas even discussed much less accepted. Staff in an experience like Snowbird always discover a sense of renewal. The profession is empowered by Snowbird, because year after year a small group of emerging leaders joins a developing cadre of librarians who have had a vital leadership experience at a crucial time in their career and who are committed to professional growth. Snowbird also empowers the profession because it brings together librarians across types of libraries and types of library functions and responsibilities to explore common interests, concerns, and opportunities.

I wanted to share this experience not only because Snowbird is worth sharing, but because I think it could and should be replicated in other parts of the country. Providing a Snowbird leadership experience for beginning professional librarians across types of libraries could be a valuable undertaking for a regional consortium or a regional library association. Building even larger networks of creativity, talent, and youth could only be good for the profession.

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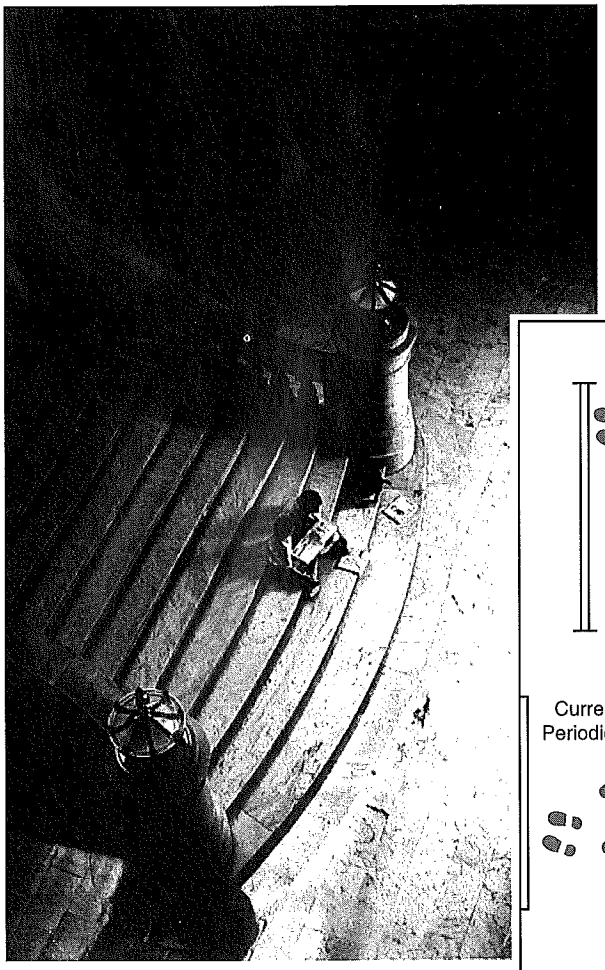

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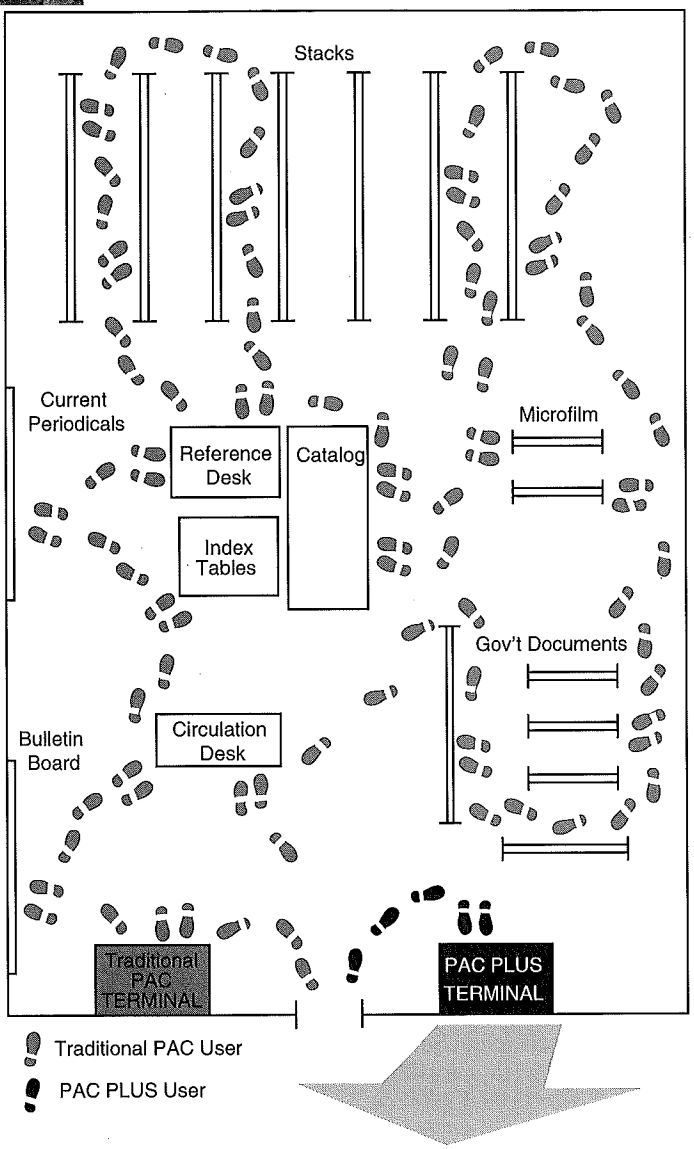

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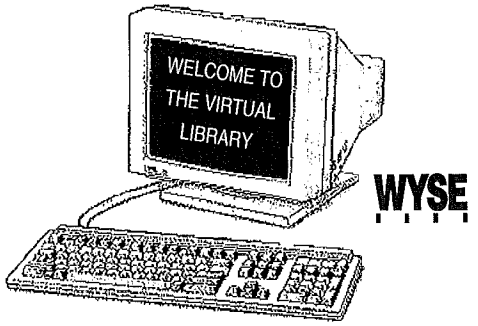

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☐ **Suffolk Cooperative Library System's** Subregional Library for the Blind and Physically Handicapped, in Bellport, N.Y., is the only library recipient of the "Healthy Older Americans 2000 Recognition Program for Exemplary Contributions to Healthy Aging" award. Jointly sponsored by the American Association of Retired Persons and the U.S. Public Health Service, the award was given for the library's resource handbook, which is available both in large-print and audio formats.

☐ The **National Library of Scotland** recently became the second library in the United Kingdom to boast an online database of over 1 million records. The library used VTLS software to create the database, which represents all printed materials acquired since 1978.

☐ The **Library of Congress**–Soros Foundation Visiting Fellows Program has begun training its first 14 participants, librarians from Eastern Europe and the Commonwealth of Independent States, at LC. The three-month program will be repeated in 1993 and 1994.

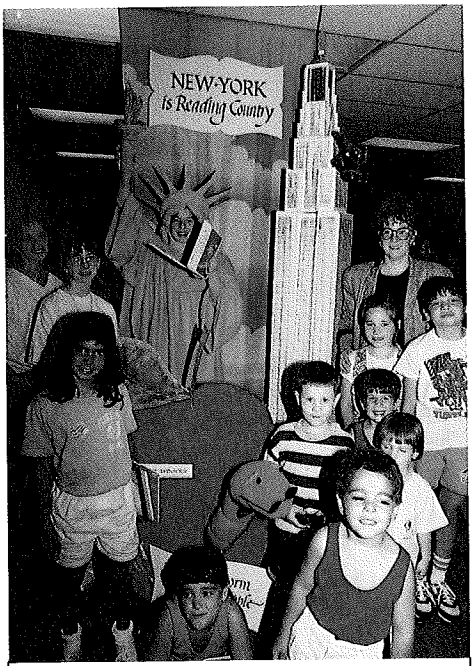
Contracts and agreements

☐ **UMI**—with the Southeastern Library Network and the Association of Southeastern Research Libraries to microfilm 15 member libraries' collections on the southeast U.S., Latin America, and Africa.

☐ **Retro Link Associates**—with Cornell University to conduct a retrospective conversion of several of the university libraries' Asian collections, and with the University of Pennsylvania to convert the bibliographic records of its Furness Shakespeare Library; E. F. Smith Collection of the History of Chemistry; and pre-1968 math, physics, and astronomy titles.

☐ **CBIS**—with IBM to have IBM market and sell its CD Connection and CD Connection/VAP products.

Arkansas libraries celebrated the 90th birthday of library activist Bessie Moore, Aug. 2, with a weekend of festivities. The Mountain View library in Moore's home town was dedicated in her name. Above, Moore tours the new Terry Library in Little Rock with National Commission on Library and Information Science Chair Charles Reid.



A mini–Statue of Liberty sheds light on the summer reading club of Queens Borough (N.Y.) PL's Bellerose Branch. Library volunteer Joan Turbek (right, rear) created the display.

Gifts

☐ Celebrated illustrator Charles Addams's former wife, Lady Colyton, and his widow, Marilyn Addams, have donated more than 40 of his original drawings to **NYPL**. The gift includes drawings he did for the *New Yorker* as well as those of signature characters from the Addams Family.

☐ Former "Tonight Show" host Johnny Carson has given $3,000 in unrestricted funds to **Avoca (Ia.) Public Library** in honor of his late friend, TV producer Bill Brennan, who was originally from Avoca.

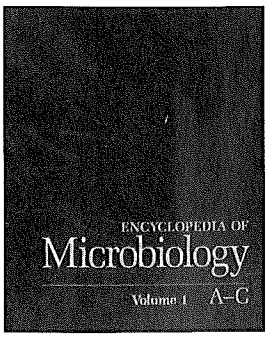
Apply for:

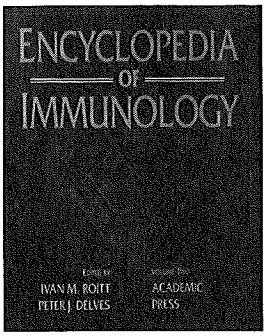
☐ **By Nov. 6:** Humanities Projects in Libraries and Archives Program grants of up to $300,000 for programs that "enable library professionals to improve their understanding of the humanities and their ability to present interpretive programs." For application forms and further information, contact Humanities Projects in Libraries and Archives Program, Division of Public Programs, National Endowment for the Humanities, Rm. 420, 1100 Pennsylvania Ave., N.W., Washington, DC 20506; 202-786-0271.

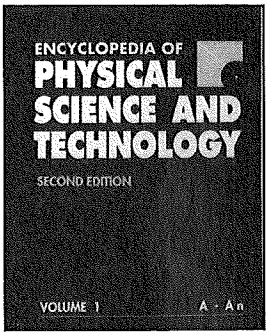
☐ **By Nov. 20:** Strengthening Research Library Resources Program grants of between $35,000 and $550,000 each. Eligible are major research libraries with projects to bolster their holdings and make them accessible to users of other libraries. Request an application from Louise Sutherland or Linda Loeb, Program Officers, Library Development Staff, Library Programs, U.S. Department of Education, 555 New Jersey Ave., N.W., Rm. 404, Washington, DC 20208-5571; 202-219-1315.

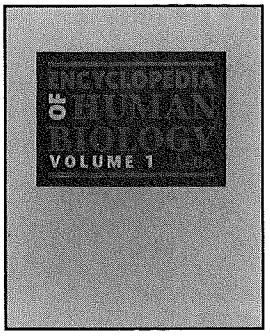
☐ **By Nov. 30:** $3,000 in conservation services from Information Conservation, Inc., to the institution that submits the best proposal for applying the award toward paper treatment, boxing, encapsulation, repairing, or rebinding. The winning proposal's author will receive $200. Submit entries to Don Etherington, Conservation Division, Information Conservation, Inc., 6204 Corporate Park Dr., Brown Summit, NC 27214; 919-375-1202. —*B.G.*

Future Library Classics.









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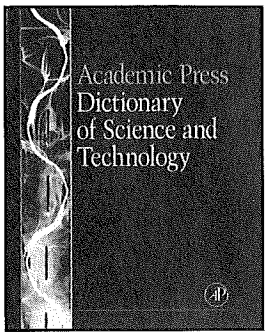

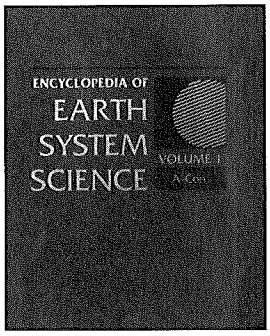

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(Sarajevo cont. from p. 736.)
were talking about ISBD(M), about new possibilities in library automation, about the development of systems, collection development, and so on. That evening I recorded in my diary: "They are talking the same library language as we are in the United States. They are just a few years behind us in library development."

My memories of the conference are still very happy. I remember fondly library staff members Tanja Praštalo, Nada Miličević, Omiljena Kravić, and Mubera Mihaliçek. They all wanted to talk to me after my lecture and we continued library conversations later in the day at "Mrkica han" around a dinner table laid with delicious food.

I think of them now as I see that everything they had worked for has gone up in flames. It has been impossible to reach them during these grim days, and my only hope is that they are still alive and that they one day may learn that some of us in the United States did not ignore their Calvary but sympathized with them day by day as this horrible carnage took place. □

QUICK BIBS: BOOKS ON A TIMELY TOPIC

by Bill Ott

Witches

On the surface, it seems absurd that witches can still be controversial. And, yet, there they are, near the top of the fundamentalists' hit list, in the thick of censorship flaps, and generally riling people up as if it were Salem in 1721.

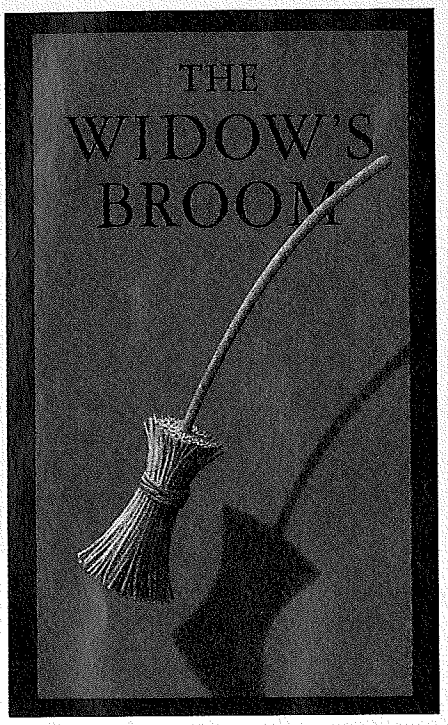
October seems the appropriate month to take a brief look at witches in literature. We're concerned here with the kind of witches who pop up in mostly mainstream fiction, rather than horror novels, though some of the books below sort of straddle the gap. From Roald Dahl's kid killers to Chris Van Allsburg's widow helpers, witches seem to come in all flavors. Maybe that's why they're both so threatening and so fascinating, especially at Halloween.

Dahl, Roald. *The Witches*. Farrar, 1983, $15.95 (0-374-38457-6).

Face it—Roald Dahl had a mean streak a mile wide. He was on intimate terms with the creepy, tormented side of life, and he loved to scare kids with it. Take *The Witches*, which, as Dahl notes in a foreword, is about REAL WITCHES, including the especially foul Grand High Witch, who has a really putrid face and a plan in her head for every kid in England—like her face, it's not pretty. Yes, life has a dark side, and Dahl is here to tell you about it.

Hawthorne, Nathaniel. "Young Goodman Brown," from *The Complete Novels and Selected Tales of Nathaniel Hawthorne*. Random, 1977, $16.95 (0-394-60404-0).

Was it a dream or was it real when Young Goodman Brown awoke one night, deep in the New England forest, to find his village's most devout elders and even his pious wife, Faith, cavorting in devil worship? And, further, what was it that ruined his life? Was it the presence of witches, or was it his inability to allow ambiguity into a carefully circumscribed, white-picket-fence world?



A really good broom or an instrument of the devil? That depends....

"Young Goodman Brown" may be Hawthorne's most subversive story; in a way, it's a kind of Puritan version of David Lynch's film *Blue Velvet*. Those nasty insects lurking under the nicely clipped grass in Lynch's film were also nuzzling around beneath the surface of Salem, Massachusetts, a couple hundred years earlier. Goodman, meet Dennis Hopper.

Levin, Ira. *Rosemary's Baby*. Bantam, 1991, $5.95 (0-553-29001-0).

Which is worse, finding out your son's father is the devil, or finding out your daughter has fallen in love with your lover? Mia Farrow's probably the only person on earth in a position to testify on the matter. Perhaps what makes *Rosemary's Baby* so terrifying is the apparent ordinariness of its witches. Here's one literary witch novel that pretty much supports the fundamentalist line: There's evil out there, all right, and it's liable to invade your life anywhere. The only thing is, when Levin tells it, the coming of the antichrist manages to be both genuinely frightening and somehow campy.

Miller, Arthur. *The Crucible*, Penguin, 1976, $4.95 (0-14-048138-9).

Yes, it all feels a little pat 40 years later: the Salem witch trials used as a metaphor for the McCarthy era. In 1953, however, it seemed incredibly daring, and even now the drama remains remarkably powerful. Still, though we respond to the clarion call for individual freedom, we also can't help but notice a certain inflexibility of his own in hero John Proctor, who comes off almost like a libertarian version of Young Goodman Brown. Never trust people who are so damned anxious to get themselves hanged, no matter which side of the issue they're on.

Updike, John. *The Witches of Eastwick*. Knopf, 1984, $19.95 (0-394-53760-2).

Talk about campy witches! When a novelist as clever as Updike writes about witches, you know he's got something up his sleeve. On the one hand, Updike's version of the devil is a kind of bent sex therapist who rescues three New England women from their pinched, narrow lives; on the other hand, he's a sadistic chauvinist who gets put in his place by a trio of angry, fed-up feminists. Which is it? Both, of course.

Van Allsburg, Chris. *The Widow's Broom*. Houghton, 1992, $17.95 (0-395-64051-2).

Here's the other side of Roald Dahl: white magic peformed by benevolent, life-loving witches. It's all about an abandoned witch's broom that comes to the aid of a kindly widow, sweeping her floors unaided, playing tunes on the piano, etc. Naturally, the white-trash family down the road (imagine the Ewell clan from *To Kill a Mockingbird*) are threatened by this manifestation of the supernatural and attempt to convince folks it's an evil broom and must be burned. An obvious moral, but the artwork is stunning. □

BILL OTT, *who writes this column free-lance for* American Libraries, *is editor of ALA's* Booklist.

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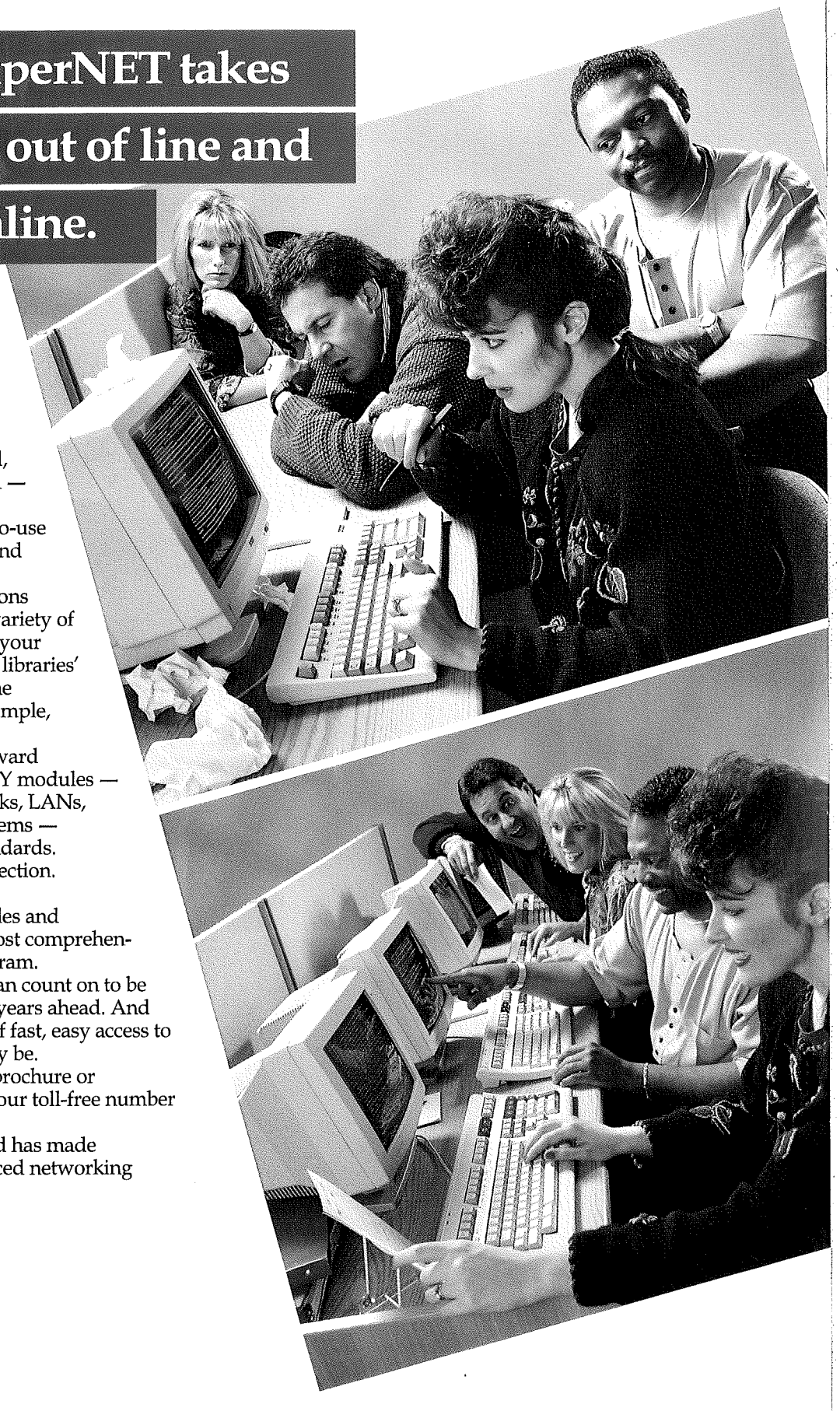

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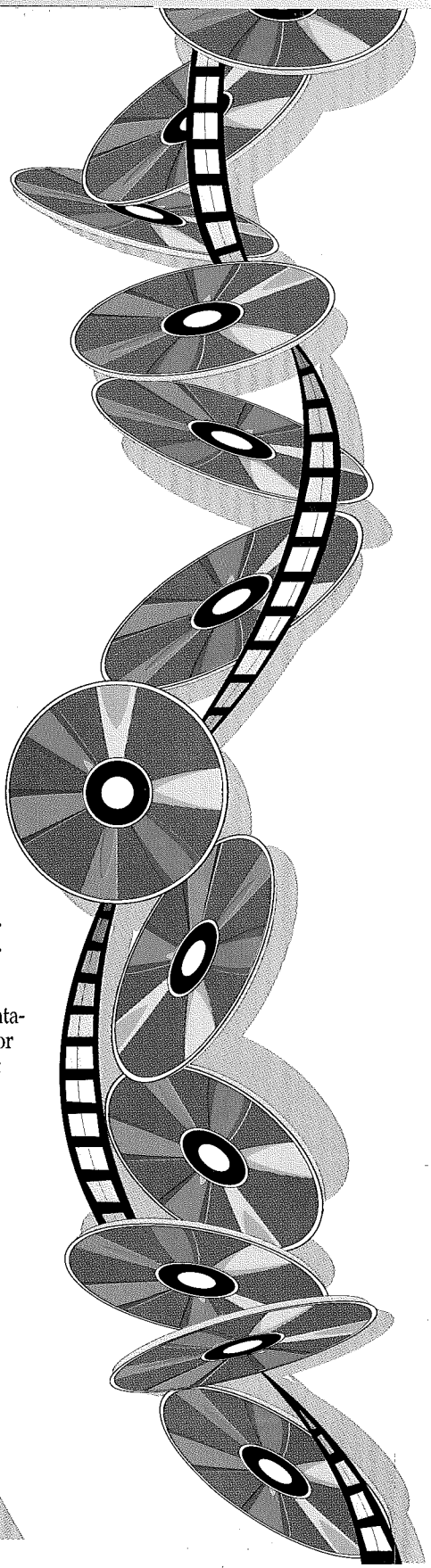

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